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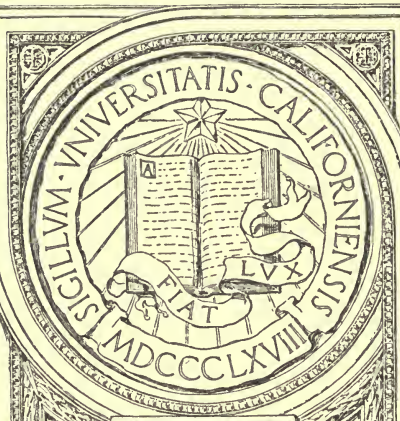

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SCHOOL DOCUMENT NO. 19—1919

BOSTON PUBLIC SCHOOLS

SALARIES OF PUBLIC SCHOOL TEACHERS IN CITIES OF OVER 200,000 POPULATION IN THE UNITED STATES AND IN SELECTED CITIES AND TOWNS IN MASSACHUSETTS

NOVEMBER, 1919

CITY OF BOSTON
PRINTING DEPARTMENT
1919

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In School Committee, November 10, 1919.

Ordered, That the statistics recently gathered relating to the salaries of teachers in the larger cities of the United States and in certain selected cities and towns in Massachusetts, be printed as a school document, and that the edition thereof consist of three thousand (3,000) copies.

Attest:

THORNTON D. APOLLONIO,
Secretary.

UNIV. OF CALIFORNIA

[3,000-11-13-'19.]

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INTRODUCTION.

On September 24, 1919, the Superintendent of Schools, Frank V. Thompson, addressed a communication to superintendents of certain cities of the United States asking (*a*) that each superintendent verify certain information on salaries as they existed in 1917; such information was sent him in tabulated form; (*b*) that he furnish corresponding information for his city of September, 1919; (*c*) that he indicate what salary changes were contemplated to take effect on, or after January, 1920; (*d*) that he indicate how many increases had been put into effect since 1917, what state legislation had been passed affecting salaries, and the tax rate for all municipal and school purposes.

On October 2, 1919, a similar communication was sent to superintendents in Massachusetts.

Requests were sent to superintendents in the following cities in the United States of 200,000 population or over. The cross (X) following the name of the city indicates that the city furnished the information which is presented in Part I of this report:

Cities in United States of 200,000 Population or Over.

New York	X	Newark	X
Chicago	X	New Orleans	X
Philadelphia	X	Los Angeles	X
St. Louis	X	Minneapolis	X
Boston (included to make list complete).		Jersey City	X
		Kansas City, Mo.	X
Cleveland	X	Seattle.	
Baltimore.		Indianapolis	X
Pittsburgh	X	Providence	X
Detroit	X	Louisville	X
Buffalo	X	Rochester	X
San Francisco	X	St. Paul	X
Milwaukee	X	Denver	X
Cincinnati	X	Portland, Ore.	X

The following is the list of cities and towns in Massachusetts of 30,000 population to which requests for information were sent. This information is presented in Part II of this report.

Cities and Towns in Massachusetts of 30,000 Population or Over.

Boston (included to make list complete).		Haverhill	X
		Malden.	
Worcester	X	Chelsea	X
Fall River	X	Newton	X
New Bedford	X	Quincy.	
Cambridge	X	Fitchburg	X
Lowell	X	Pittsfield	X
Springfield	X	Everett	X
Lynn	X	Salem	X
Lawrence	X	Taunton.	
Somerville	X	Brookline	X
Brockton	X	Medford	X
Holyoke.		Waltham.	

Explanation of Terms.

In the elementary school four ranks of teachers only, kindergartner, assistant, rank next to principal, and principal, were considered; and in the high school three ranks, assistant, rank next to principal, and principal.

The assistant is always the regular teacher, without executive or administrative duties.

The rank next to principal includes the teacher who, in addition to his teaching, has some executive or administrative duties. He or she is variously called submaster, master's assistant, assistant principal, head assistant, supervising assistant, vice principal, and in high school may be head of a department.

The principal includes the person who is directly in charge of the administrative and executive work of the school. He or she may or may not do some teaching.

Explanation of Tables.

The salaries of each of the foregoing ranks of teachers are tabulated in five different tables. (1) A basic

table giving the minimum, annual increase and maximum. (2) A table showing the minimum salaries only. (3) A table showing the maximum salaries only. (4) A table showing the increases in the minimum of the salary of September, 1919, over the salary of September, 1917. (5) A table showing the increase in the maximum of the salary of September, 1919, over September, 1917.

In those tables giving minimum, annual increase, and maximum salaries when the annual increase is not regular, the amount of increase is given together with the number of years in which such increase is given. Where it is not possible to determine the number of years, the lowest and highest increase is given.

In tables where the salary of men and women are both indicated the word "same" is used to indicate equal pay for both sexes. Where the schedule gave no information concerning sex the same salary for women is indicated as for men. The words "no data" are used to indicate that nothing is said in regard to the salary in question. If the returns gave no data for the rank such city is left out of the table.

Tables 11 to 15, 26 to 30, 46 to 50, and 61 to 65 deal with the rank next to principal. These tables are somewhat unsatisfactory, because, first, the name of this rank varies greatly in different cities; and, second, such a rank does not exist in some cities.

In Tables 7, 8, 42, and 43 the words in parentheses "seven years," "four years," etc., indicate the number of years necessary to reach the maximum salary.

In all summaries showing minimum salaries the highest minimum is determined by taking the largest amount paid as an initial salary. The lowest minimum is the lowest amount paid as an initial salary. The "average" is found by adding all the salaries given in the table and dividing by the total number of salaries recorded.

In all summaries showing the highest maximum, the largest maximum paid in any city is taken.

Explanation of Comparisons of Boston.

At the close of all tables of minimum or maximum salaries, and all tables showing increases, a statement shows the relative position of Boston in relation to the cities from which returns were received. Such rankings are made as far as possible with conditions which are similar to those that exist in Boston.

In tables of kindergarten teachers the comparison of Boston is always made on the basis of the one session or half day schedule. In Tables 2, 3, 37, and 38, kindergarten teachers, Boston's rank for first assistant is determined by comparison with the higher paid kindergartner when two grades are given. When only one salary is given it is considered as applying to both grades.

Whenever Boston's rank is indicated as "third or fourth" it means that some other city pays the same salary as is being paid in Boston.

Proposed Increases to Take Effect After January, 1920.

Only five cities (Buffalo, Indianapolis, Milwaukee, New York, and Portland, Ore.) indicated that changes in the salary schedule have already been made to take effect in January, 1920. These changes are indicated in footnotes attached to Tables 1, 6, 11, 16, 21, 26, 31, and 36.

PART I.

SALARIES OF PUBLIC SCHOOL TEACHERS

IN CITIES OF UNITED STATES OF 200,000 POPULATION OR OVER.

I.— Kindergarten Teachers.

TABLE 1.

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to Size of Cities.

	Minimum.	Annual Increase.	Maximum.
New York *	$900	0 3 yrs. $100 3 yrs. 60 6 yrs.	$1,600
Philadelphia:			
Class A	875	20	1,000
Class B	1,025	20	1,125
St. Louis:			
Second assistant (half day)	675	50	775
Second assistant (whole day)	950	100	1,150
First assistant (half day)	950	100	1,150
First assistant (whole day)	1,350	50	1,500
Boston:			
Assistant (one session)	576	96	960
First assistant (one session)	1,032	96	1,224
Pittsburgh:			
Assistant	750	50	875
Teacher	875	50	1,200
Detroit	920	100	1,220
Buffalo *	600	100	1,200
San Francisco	960	$240 1 yr. 24 1 yr. 60 3 yrs. 48 1 yr. 24 1 yr.	1,476
Milwaukee *	780	60	1,200
Cincinnati	No data	100	750
Newark	900	50–100	1,450

* Returns show salaries of January 1, 1920, as follows:

		Minimum.	Annual Increase.	Maximum.
New York	January 1, 1920	$935	$105	$1,787
	January 1, 1921	970	105	1,974
	January 1, 1922	1,005	105	2,160
Buffalo	January 1, 1920	800	100	1,600
Milwaukee	January 1, 1920	900	60–120	1,500

Kindergarten Teachers — Continued.

TABLE 1 — *Concluded.*

	Minimum.	Annual Increase.	Maximum.
Los Angeles:			
Assistant	$860	$50	$1,110
Director (teacher)	1,110	15–25	1,225
Jersey City	900	48	1,500
Kansas City, Mo.:			
Half day	693	75	1,013
Whole day	925	75	1,400
Providence:			
One session	550	50	700
Two sessions	650	50	970
Louisville	700	150	1,050
Rochester	800	100	1,600
St. Paul	600	75–50	850
Denver	1,000	100	1,500

TABLE 2.

Minimum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Salary of the Lowest Paid Kindergarten Teacher in Each City.

Denver	$1,000
San Francisco	960
Detroit	920
Jersey City	900
Newark	900
New York	900
Philadelphia:	
Class A	875
Class B	1,025
Los Angeles:	
Assistant	860
Director (teacher)	1,110
Rochester	800
Milwaukee	780
Pittsburgh:	
Assistant	750
Teacher	875
Louisville	700

Kindergarten Teachers — Continued.

TABLE 2 — *Concluded.*

Kansas City, Mo.:	
Half day	$693
Whole day	925
St. Louis:	
Second assistant (half day)	675
Second assistant (whole day)	950
First assistant (half day)	950
First assistant (whole day)	1,350
Buffalo	600
St. Paul	600
Providence:	
One session	550
Two sessions	650

Highest minimum:		
Assistant	$1,000	Denver.
Director (teacher)	1,110	Los Angeles.
Average minimum	852	
Lowest minimum	550	Providence (one session).
Boston's minimum:		
Assistant (one session)	560	
First assistant (one session)	1,032	

Boston's rank for assistant, 17th out of 18 cities.
Boston's rank for first assistant, 2d out of 18 cities.

TABLE 3.

Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Salary of the Lowest Paid Kindergarten Teacher in Each City.

New York	$1,600
Rochester	1,600
Denver	1,500
Jersey City	1,500
San Francisco	1,476
Newark	1,450
Detroit	1,220
Buffalo	1,200
Milwaukee	1,200
Los Angeles:	
Assistant	1,110
Director (teacher)	1,225

Kindergarten Teachers — Continued.

TABLE 3 — *Concluded.*

Kansas City, Mo.:	
Half day	$1,013
Whole day	1,400
Louisville	1,050
Philadelphia:	
Class A	1,000
Class B	1,125
Pittsburgh:	
Assistant	875
Teacher	1,200
St. Paul	850
St. Louis:	
Second assistant (half day)	775
Second assistant (whole day)	1,150
First assistant (half day)	1,150
First assistant (whole day)	1,500
Cincinnati	750
Providence:	
One session	700
Two sessions	970

Highest maximum	$1,600	New York. Rochester.
Average maximum	1,177	
Lowest maximum	700	Providence (one session.)

Boston's maximum:

Assistant (one session)	960
First assistant (one session),	1,224

Boston's rank for assistant, 14th out of 19 cities.
Boston's rank for first assistant, 8th out of 19 cities.

Kindergarten Teachers — Continued.

TABLE 4.

Minimum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Kindergarten Teacher in Each City.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
Jersey City	$600	$900	$300	50
Rochester	500	800	300	60
Denver	720	1,000	280	39
Philadelphia:				
Class A	600	875	275	46
Class B	720	1,025	305	42
Pittsburgh:				
Assistant	500	750	250	50
Teacher	600	875	275	46
St. Louis:				
Half day	450	675	225	50
Whole day	700	950	250	36
Buffalo	400	600	200	50
Detroit	720	920	200	28
Louisville	500	700	200	40
Newark	700	900	200	29
Milwaukee	600	780	180	30
New York	720	900	180	25
Providence	450	550	100	22
St. Paul	500	600	100	20

Increase in minimum:

Highest	$300	Jersey City. Rochester.
Average	225	
Lowest	100	Providence. St. Paul.
Boston's	96	

Boston's rank, 15th out of 15 cities.

Kindergarten Teachers — Concluded.

TABLE 5.

Maximum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Kindergarten Teacher in Each City.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
Rochester	$950	$1,600	$650	68
Buffalo	900	1,200	300	33
Denver	1,200	1,500	300	25
Jersey City	1,200	1,500	300	25
Philadelphia:				
Class A	700	1,000	300	43
Class B	800	1,125	325	41
Pittsburgh:				
Assistant	600	875	275	46
Teacher	900	1,200	300	33
Newark	1,200	1,450	250	21
St. Louis:				
Half day	900	1,150	250	28
Whole day	1,200	1,500	300	25
Louisville	850	1,050	200	24
Milwaukee	1,020	1,200	180	18
Providence	800	970	170	21
New York	1,500	1,600	100	7
Detroit	1,200	1,220	20	2

Increase in maximum:

Highest	$650	Rochester.
Average	264	
Lowest	20	Detroit.
Boston's	192	

Boston's rank, 10th out of 14 cities.

II.— Elementary School Teachers.

TABLE 6.

(*a*) ASSISTANT.

(Includes all Regular Grade Teachers Without Executive or Administrative Duties.)

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to Size of Cities.

	Minimum.	Annual Increase.	Maximum.
New York: *			
Grades I–VI	$900	0 3 yrs. $100 3 yrs. 60 6 yrs.	$1,600
Grades VII–VIII	1,040	80	1,920
Chicago:			
Lower group:			
Primary grade	775	50	1,075
Grammar grade	800	50	1,100
Grade VIII	1,200	.....	1,200
Upper group:			
Primary grade	1,125	50–120	1,475
Grammar grade	1,150	50–120	1,500
Grade VIII	1,250	50–120	1,600
Philadelphia:			
Women:			
Primary:			
Class A	875	30	1,063
Class B	1,125	50	1,320
Grammar:			
Class A	1,000	30	1,188
Class B	1,250	50	1,440
Men:			
Class A	1,125	50	1,380
Class B	1,464	70	1,800
St. Louis:			
Second assistant	950	100	1,400
First assistant	1,350	50	1,500
Boston	696	96	1,368
Cleveland:			
Grades I–VI	900	50	1,500
Grades VII–VIII	1,000	75	1,800

* See footnote on page 20.

Elementary School Teachers — Continued.

TABLE 6 — *Continued.*

(*a*) *Assistant* — Continued.

	Minimum.	Annual Increase.	Maximum.
Pittsburgh:			
Grades I–VII	$750	$50	$1,320
Grade VIII	875	50	1,440
Detroit:			
Non-college graduates	920	100	1,520
College graduates	1,000	100	1,600
Buffalo: *			
Grades I–VII	600	100	1,200
Grade VIII	650	100	1,250
San Francisco:			
Grade I	960	48–84	1,536
Grades II–IV	960	24–60	1,476
Grades V–VI	960	48–60	1,512
Grades VII–VIII	960	48–84	1,536
Milwaukee: *			
Grades I–IV	780	60	1,200
Grades V–VI	840	60	1,260
Grade VII	840	60	1,320
Grade VIII	840	60	1,380
Cincinnati:			
Non-college graduates	850	No data	1,600
College graduates	900	No data	1,600
Newark:			
Grades I–VI	900	50–100	1,500
Grades VII–VIII	1,100	100	1,800
New Orleans	618	No data	903
Los Angeles	1,100	50	1,500
Jersey City	900	48	1,500
Kansas City, Mo	925	75	1,350
Indianapolis †	700	No data	1,250
Providence:			
Grades I–VI	650	No data	970
Grade VII	925	No data	1,000
Grade VIII	1,025	No data	1,105
* See footnote on page 20.			
† Indianapolis ..... September, 1920	$800	$100	$1,600

Elementary School Teachers — Continued.

TABLE 6 — *Concluded.*

(*a*) *Assistant* — Continued.

	Minimum.	Annual Increase.	Maximum.
Louisville	$700	$150	$1,050
Rochester:			
Grades I–VI	800	100	1,600
Grades VII–VIII	1,000	100	1,800
St. Paul	600	75	1,000
Denver	1,000	100	1,500
Portland, Ore.*	800	100	1,300

* Returns show salaries of January 1, 1920, as follows:

		Minimum.	Annual Increase.	Maximum.
New York:				
Grades I–VI	January 1, 1920	$935	$105	$1,787
	January 1, 1921	970	105	1,974
	January 1, 1922	1,005	105	2,160
Grades VII–VIII	January 1, 1920	1,143	.....	2,180
	January 1, 1921	1,246	.....	2,440
	January 1, 1922	1,350	150	2,700
Buffalo:				
Grades I–VII	January 1, 1920	800	100	1,600
Grade VIII		850	100	1,650
Milwaukee	January 1, 1920	900	60–120	1,500
Portland, Ore	January 1, 1920	1,200	100	1,700

TABLE 7.

(*a*) ASSISTANT.

(Includes All Regular Grade Teachers Without Executive or Administrative Duties.)

Minimum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Salary of the Lowest Paid Assistant in Each City.

Los Angeles (nine years)	$1,100
Denver (five years)	1,000
San Francisco	960
St. Louis:	
Second assistant (six years)	950
First assistant (four years)	1,350
Kansas City, Mo. (eight years)	925

Elementary School Teachers — Continued.

TABLE 7 — *Continued.*

(*a*) *Assistant* — Continued.

Detroit:	
Non-college graduate	$920
College graduate	1,000
Newark:	
Grades I–VI	900
Grades VII–VIII	1,100
New York:	
Grades I–VI	900
Grades VII–VIII	1,040
Cleveland:	
Grades I–VI	900
Grades VII–VIII	1,000
Jersey City (thirteen years)	900
Philadelphia:	
Women:	
Primary:	
Class A (six years)	875
Class B (five years)	1,125
Grammar:	
Class A (six years)	1,000
Class B (five years)	1,250
Men:	
Class A (six years)	1,125
Class B (five years)	1,464
Cincinnati:	
Non-college graduate	850
College graduate	900
Portland, Ore.	800
Rochester:	
Grades I–VI	800
Grades VII–VIII	1,000
Milwaukee:	
Grades I–IV (seven years)	780
Grades V–VI (seven years)	* 840
Grade VII (eight years)	* 840
Grade VIII (nine years)	* 840
Chicago:	
Lower Group:	
Primary grade (seven years)	775
Grammar grade (seven years)	800
Grade VIII (one year)	1,200
Upper Group:	
Primary grade (five years)	1,125
Grammar grade (five years)	1,150
Grade VIII (five years)	1,250

* The maximum salary for these ranks differs.

Elementary School Teachers — Continued.

TABLE 7 — *Concluded.*

(*a*) *Assistant* — Continued.

Pittsburgh:	
Grades I–VII	$750
Grade VIII	875
Indianapolis	700
Louisville	700
Providence:	
Grades I–VI	650
Grade VII	925
Grade VIII	1,025
New Orleans	618
Buffalo:	
Grades I–VII (six years)	600
Grade VIII (six years)	650
St. Paul	600

Highest minimum	$1,100	Los Angeles.
Average minimum	932	
Lowest minimum	600	Buffalo. (Grades I–VII.) St. Paul.
Boston's minimum	696	

Boston's rank, 20th out of 24 cities.

TABLE 8.

(*a*) ASSISTANT.

(Includes All Regular Grade Teachers Without Executive or Administrative Duties.)

Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Salary of the Lowest Paid Assistant in Each City.

New York:	
Grades I–VI	$1,600
Grades VII–VIII	1,920
Rochester:	
Grades I–VI	1,600
Grades VII–VIII	1,800
Cincinnati:	
Non-college graduate	* 1,600
College graduate	* 1,600
San Francisco:	
Grade I	1,536
Grades II–IV	1,476
Grades V–VI	1,512
Grades VII–VIII	1,536

* The minimum salary for these ranks differs.

Elementary School Teachers — Continued.

TABLE 8 — *Continued.*

(*a*) *Assistant* — Continued.

Detroit:	
Non-college graduate	$1,520
College graduate	1,600
Newark:	
Grades I–VI	1,500
Grades VII–VIII	1,800
Cleveland:	
Grades I–VI	1,500
Grades VII–VIII	1,800
Denver (five years)	1,500
Jersey City (thirteen years)	1,500
Los Angeles (nine years)	1,500
St. Louis:	
Second assistant (six years)	1,400
First assistant (four years)	1,500
Kansas City, Mo. (eight years)	1,350
Pittsburgh:	
Grades I–VII	1,320
Grade VIII	1,440
Portland, Ore.	1,300
Indianapolis	1,250
Milwaukee:	
Grades I–IV (seven years)	1,200
Grades V–VI (seven years)	1,260
Grade VII (eight years)	1,320
Grade VIII (nine years)	1,380
Buffalo:	
Grades I–VII (six years)	1,200
Grade VIII (six years)	1,250
Chicago:	
Lower Group:	
Primary grade (seven years)	1,075
Grammar grade (seven years)	1,100
Grade VIII (one year)	1,200
Upper Group:	
Primary grade (five years)	1,475
Grammar grade (five years)	1,500
Grade VIII (five years)	1,600
Philadelphia:	
Women:	
Primary:	
Class A (six years)	1,063
Class B (five years)	1,320
Grammar:	
Class A (six years)	1,188
Class B (five years)	1,440

Elementary School Teachers — Continued.

TABLE 8 — *Concluded.*

(*a*) *Assistant* — Continued.

Philadelphia:	
Men:	
Class A (six years)	$1,380
Class B (five years)	1,800
Louisville	1,050
St. Paul	1,000
Providence:	
Grades I–VI	970
Grade VII	1,000
Grade VIII	1,105
New Orleans	903

Highest maximum:		
Grades I–VI	$1,600	New York. Rochester. Cincinnati.
Grades VII–VIII	1,920	New York.
Average maximum	1,395	
Lowest maximum:		
Grades I–VIII	903	New Orleans.
Boston's maximum	1,368	

Boston's rank:

Grades I–VI, 12th out of 24 cities.

Grades VII–VIII, 16th out of 24 cities.

Elementary School Teachers — Continued.

TABLE 9.

(*a*) ASSISTANT.

(Includes All Regular Grade Teachers Without Executive or Administrative Duties.)

Minimum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Assistant in Each City.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
Cleveland	$550	$900	$350	64
Jersey City	600	900	300	50
Rochester	500	800	300	60
Denver	720	1,000	280	39
Philadelphia				
Women:				
Primary:				
Class A	600	875	275	46
Class B	800	1,125	325	41
Grammar:				
Class A	700	1,000	300	43
Class B	900	1,250	350	39
Men:				
Class A	800	1,125	325	41
Class B	1,120	1,464	344	31
Cincinnati	600	850	250	42
Pittsburgh:				
Grades I–VII	500	750	250	50
Grade VIII	600	875	275	46
St. Louis	700	950	250	36
Detroit	720	920	200	28
Louisville	500	700	200	40
Portland, Ore	600	800	200	33
Milwaukee:				
Grades I–IV	600	780	180	30
Grades V–VI	600	840	240	40
Grades VII–VIII	600	840	240	40
New York:				
Grades I–VI	720	900	180	25
Grades VII–VIII	760	1,040	280	37

Elementary School Teachers — Continued.

TABLE 9 — *Concluded.*

(*a*) *Assistant* — Continued.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
New Orleans	$500	$618	$118	24
Buffalo	500	600	100	20
Providence	550	650	100	18
St. Paul	500	600	100	20
Chicago	700	775	75	11
Newark	900	900	0	0

Increase in minimum:

Highest	$350	Cleveland.
Average	237	
Lowest (where any increase was given)	75	Chicago.
Boston's	96	

Boston's rank, 18th out of 19 cities giving increase.

One city, Newark, has given no increase since 1917; minimum already $900 in 1917.

TABLE 10.

(*a*) ASSISTANT.

(Includes All Regular Grade Teachers Without Executive or Administrative Duties.)

Maximum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Assistant in Each City.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
Rochester	$1,000	$1,600	$600	60
Cincinnati	1,200	1,600	400	33
Detroit	1,200	1,520	320	27
Pittsburgh:				
Grades I–VII	1,000	1,320	320	32
Grade VIII	1,100	1,440	340	31

Elementary School Teachers — Continued.

TABLE 10 — *Concluded.*

(*a*) *Assistant* — Continued.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
Philadelphia:				
Women:				
Primary:				
Class A	$750	$1,063	$313	42
Class B	1,000	1,320	320	32
Grammar:				
Class A	850	1,188	338	40
Class B	1,100	1,440	340	31
Men:				
Class A	1,050	1,380	330	31
Class B	1,400	1,800	400	29
Buffalo	900	1,200	300	33
Cleveland	1,200	1,500	300	25
Denver	1,200	1,500	300	25
Jersey City	1,200	1,500	300	25
Newark	1,200	1,500	300	25
St. Louis	1,200	1,500	300	25
Louisville	850	1,050	200	24
Providence	800	970	170	21
Milwaukee	1,080	1,200	120	11
New York	1,500	1,600	100	7
Chicago:				
Grades I–IV	1,380	1,475	95	7
Grades V–VII	1,380	1,500	120	8
Grades VIII	1,380	1,600	220	16
New Orleans	850	903	53	6
Portland, Ore	1,300	1,300	0	0
St. Paul	1,000	1,000	0	0

Increase in maximum:

Highest	$600	Rochester.
Average	276	
Lowest (where any increase was given)	53	New Orleans.
Boston's	192	

Boston's rank, 14th out of 18 cities giving increase.

Two cities, Portland, Ore., and St. Paul, have given no increase since 1917.

Elementary School Teachers — Continued.

Table 11.

(b) Rank Next to Principal.

(Includes Submaster, Master's Assistant, Assistant Principal, Head Assistant, Supervising Assistant. All do some teaching.)

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to Size of Cities.

	Sex.	Minimum.	Annual Increase.	Maximum.
New York †	Men	$2,100	$150	$2,400
	Women	Same	Same	Same
Chicago:				
Lower group	Men	1,350		1,350
Upper group	Men	1,400	50 2 yrs. 60 1 yr. 120 2 yrs.	1,750
	Women	Same	Same	Same
St. Louis	Women	1,500	50	1,650
Boston	Men	1,500	120	2,580
	Women	1,404	96	1,692
Cleveland	Men	1,000	50	1,600
	Women	Same	Same	Same
Pittsburgh *	Men	1,440	100	1,840
	Women	1,440	100	1,840
Buffalo †	Men	900	100	1,500
	Women	Same	Same	Same
San Francisco *	Men	1,740	120	1,860
	Women	1,740	120	1,860
Milwaukee †	Men	840	60	1,320
	Women	Same	Same	Same
Cincinnati	Men	1,000	100	1,800
	Women	Same	Same	Same
Newark	Men	1,500	100	2,000
	Women	Same	Same	Same
Jersey City	Women	1,356	60	1,836
Indianapolis * ‡	Men	No data	No data	1,450
	Women	No data	No data	1,450
Providence	Men	1,200	No data	1,490
	Women	1,100	No data	1,190
Rochester	Women	No data	No data	1,650

* No information in salary schedule concerning sex.

† Returns show salaries of January 1, 1920, as follows:

		Minimum.	Annual Increase.	Maximum.
New York	January 1, 1920	$2,334	$100	$2,600
	January 1, 1921	2,567	100	2,800
	January 1, 1922	2,800	100	3,000
Buffalo	January 1, 1920	1,100	100	1,950
Milwaukee	January 1, 1920	900	120	1,620
‡ Indianapolis	September, 1920	No data	No data	$1,800

Elementary School Teachers — Continued.

TABLE 12.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Submaster, Master's Assistant, Assistant Principal, Head Assistant, Supervising Assistant. All do some teaching.)

Minimum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Lowest Salary Paid to Men of this Rank in Each City.

	Men.	Women.
New York	$2,100	Same
San Francisco*	1,740	$1,740
Newark	1,500	Same
Pittsburgh*	1,440	1,440
Chicago:		
Lower group	1,350	Same
Upper group	1,400	Same
Providence	1,200	1,100
Cincinnati	1,000	Same
Cleveland	1,000	Same
Buffalo	900	Same
Milwaukee	840	Same
St. Louis	.....	1,500
Jersey City	.....	1,356

	Men.		Women.	
Highest minimum	$2,100	New York.	$2,100	New York.
Average minimum	1,315		1,325	
Lowest minimum	840	Milwaukee.	840	Milwaukee.
Boston's minimum	1,500		1,404	
Boston's rank	3d or 4th out of 11 cities.		6th out of 13 cities.	

* No information in salary schedule concerning sex.

Elementary School Teachers — Continued.

TABLE 13.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Submaster, Master's Assistant, Assistant Principal, Head Assistant, Supervising Assistant. All do some teaching.)

Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Lowest Salary Paid to Men of this Rank in Each City.

	Men.	Women.
New York	$2,400	Same
Newark	2,000	Same
San Francisco*	1,860	$1,860
Pittsburgh*	1,840	1,840
Cincinnati	1,800	Same
Cleveland	1,600	Same
Buffalo	1,500	Same
Providence	1,490	1,190
Indianapolis*	1,450	1,450
Chicago:		
Lower group	1,350	Same
Upper group	1,750	Same
Milwaukee	1,320	Same
Jersey City	.....	1,836
Rochester	.....	1,650
St. Louis	.....	1,650

	Men.		Women.	
Highest maximum	$2,400	New York.	$2,400	New York.
Average maximum	1,697		1,680	
Lowest maximum	1,320	Milwaukee.	1,190	Providence.
Boston's maximum	2,580		1,692	
Boston's rank	1st out of 12 cities.		8th out of 15 cities.	

* No information in salary schedule concerning sex.

Elementary School Teachers — Continued.

TABLE 14.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Submaster, Master's Assistant, Assistant Principal, Head Assistant, Supervising Assistant.) All do some teaching.

Minimum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Man of this Rank in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
Pittsburgh *	$1,100	$1,100	$1,440	$1,440	$340	$340	31	31
Newark	1,400	1,400	1,500	1,500	100	100	7	7
New York	2,100	2,100	2,100	2,100	0	0	0	0

* No information in salary schedule concerning sex.

	Men.	Women.
Increase in minimum:		
Highest	$340 Pittsburgh.	$340 Pittsburgh.
Average	220	220
Lowest (where any increase was given),	100 Newark.	100 Newark.
Boston's	0	96
Boston's rank	.....	3d out of 8 cities giving increase.

Two cities, Boston and New York, have given no increase in the minimum to men of this rank between September, 1917, and September, 1919.

One city, New York, has given no increase in the minimum to women of this rank.

Elementary School Teachers — Continued.

TABLE 15.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Submaster, Master's Assistant, Assistant Principal, Head Assistant, Supervising Assistant.) All do some teaching.

Maximum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Man of this Rank in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
Buffalo	$950	$950	$1,500	$1,500	$550	$550	58	58
Indianapolis*	1,100	1,100	1,450	1,450	350	350	32	32
Pittsburgh*	1,500	1,500	1,840	1,840	340	340	23	23
St. Louis	.....	1,350	.....	1,650	.....	300	.....	22
Providence	1,200	No data	1,490	1,190	290	.....	24	
Cincinnati	1,600	1,600	1,800	1,800	200	200	13	13
Newark	1,800	1,800	2,000	2,000	200	200	11	11
Chicago	1,630	1,630	1,750	1,750	120	120	7	7
Milwaukee	1,260	1,260	1,320	1,320	60	60	5	5
New York	2,400	2,400	2,400	2,400	0	0	0	0
Jersey City	.....	1,476	.....	1,836	.....	360	.....	24
Rochester	.....	1,050	.....	1,650	.....	600	.....	57

* No information in salary schedule concerning sex.

	Men.		Women.	
Increase in maximum:				
Highest	$550	Buffalo.	$600	Rochester.
Average	264		308	
Lowest (where any increase was given),	60	Milwaukee.	60	Milwaukee.
Boston's	240		192	
Boston's rank	5th out of 9 cities giving increase.		9th out of 11 cities giving increase.	

One city, New York, has given no increase in the maximum of this rank between September, 1917, and September, 1919.

Elementary School Teachers — Continued.

TABLE 16.

(c) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Minimum, Annual Increase and Maximum Salaries of September, 1919, Arranged According to Size of Cities.

	Sex.	Minimum.	Annual Increase.	Maximum.
New York[1]	Men	$2,540	$240	$3,500
	Women	Same	Same	Same
Chicago:				
Lower group	Men	2,000	150	2,900
Upper group	Men	3,100	150	3,750
	Women	Same	Same	Same
Philadelphia: *				
Teaching principal:				
1–4 divisions:				
Class A	Men	1,125	30	1,260
Class B	Men	1,310	50	1,560
5–9 divisions:				
Class A	Men	1,310	30	1,500
Class B	Men	1,560	50	1,800
Supervising principal:				
10–21 divisions	Men	1,925	100	2,310
22–33 divisions	Men	2,640	100	3,080
34 or more divisions	Men	3,080	100	3,520
Teaching principal:				
1–4 divisions:				
Class A	Women	1,125	30	1,260
Class B	Women	1,310	50	1,560
5–9 divisions:				
Class A	Women	1,310	30	1,500
Class B	Women	1,560	50	1,800
Supervising principal:				
10–21 divisions	Women	1,925	100	2,310
22–33 divisions	Women	2,640	100	3,080
34 or more divisions	Women	3,080	100	3,520
St. Louis:				
Class E (1–5 rooms)	Men	1,550	50	1,650
Class D (6–9 rooms)	Men	1,650	50	1,950
Class C (10–13 rooms)	Men	1,850	100	2,500
Class B (14–17 rooms)	Men	2,400	100	3,050
Class A (18 or more rooms)	Men	2,650	150	3,625
	Women	Same	Same	Same
Boston	Men	2,820	120	3,540
	Women	Same	Same	Same
Cleveland	Men	No data	No data	2,400
	Women	No data	No data	Same
Pittsburgh: *				
9 or less rooms	Men	1,320	100	1,840
10–15 rooms	Men	1,955	100	2,310
16 or more rooms	Men	2,420	100	2,970
9 or less rooms	Women	1,320	100	1,840
10–15 rooms	Women	1,955	100	2,310
16 or more rooms	Women	2,420	100	2,970
Detroit:				
13 or less rooms	Men	No data	No data	2,000
14–17 rooms	Men	No data	No data	2,400
18–21 rooms	Men	No data	No data	2,800
22–27 rooms	Men	No data	No data	3,200
28 or more rooms	Men	No data	No data	3,600
	Women	No data	No data	Same

[1] See footnote on page 35.

* No information in salary schedule concerning sex.

Elementary School Teachers — Continued.

TABLE 16 — *Continued.*

(*c*) *Principal* — Continued.

	Sex.	Minimum.	Annual Increase.	Maximum.
Buffalo[1]	Men	$1,800	$100	† $2,300
	Men			† 2,800
	Men			† 3,000
	Women	Same	Same	Same
San Francisco: *				
Grammar:				
Class III	Men	No data	No data	2,400
Class II	Men	No data	No data	2,580
Class I	Men	No data	No data	2,700
Primary:				
149 or less pupils	Women	No data	No data	1,620
150–400 pupils	Women	No data	No data	1,800
401–550 pupils	Women	No data	No data	2,040
551–700 pupils	Women	No data	No data	2,220
701 or more pupils	Women	No data	No data	2,400
Grammar:				
Class III	Women	No data	No data	2,400
Class II	Women	No data	No data	2,580
Class I	Women	No data	No data	2,700
Milwaukee[1]	Men	1,260	60	2,700
	Women	Same	Same	Same
Cincinnati	Men	1,200	100	3,300
	Women	Same	Same	Same
Newark:				
14 or less classes	Men	1,900	100	2,700
15 or more classes	Men	2,300	100	3,500
14 or less classes	Women	1,700	100	2,300
15 or more classes	Women	2,000	100	3,000
New Orleans		No data	No data	No data
Los Angeles: *				
2–5 rooms	Men	1,600	20	1,680
6–10 rooms	Men	1,680	60	1,920
11–17 rooms	Men	1,980	60	2,280
18 or more rooms	Men	2,400	60	2,700
2–5 rooms	Women	1,600	20	1,680
6–10 rooms	Women	1,680	60	1,920
11–17 rooms	Women	1,980	60	2,280
18 or more rooms	Women	2,400	60	2,700
Jersey City:				
Grammar	Men	2,400	200	3,700
Primary	Women	1,900	100	2,700
Kansas City, Mo: *				
Class C	Men	1,900	100	2,300
Class B	Men	2,200	100	2,600
Class A	Men	2,600	100	3,000
Class C	Women	1,900	100	2,300
Class B	Women	2,200	100	2,600
Class A	Women	2,600	100	3,000
Indianapolis: *[2]				
7 rooms	Men	No data	No data	‡ 1,800
7 rooms	Women	No data	No data	‡ 1,800
Providence: *				
1 school	Men	1,200	100	1,595
3 schools	Men	1,500	100	1,885
10 or less rooms of grammar grade pupils	Men	1,900	100	2,270

[1] See footnote on page 35. [2] See footnote on page 35.

* No information in salary schedule concerning sex.

† Varies with the number of teachers.

‡ For each additional room up to 15 rooms add $75. Maximum for 15 rooms, $2,250.

Elementary School Teachers — Continued.

TABLE 16 — *Concluded.*

(*c*) *Principal* — Continued.

	Sex.	Minimum.	Annual Increase.	Maximum.
Providence:				
11 or more rooms of grammar grade pupils	Men	$2,200	$100	$2,580
1 school	Women	1,200	100	1,595
3 schools	Women	1,500	100	1,885
10 or less rooms of grammar grade pupils	Women	1,900	100	2,270
11 or more rooms of grammar grade pupils	Women	2,200	100	2,580
Louisville	Men	1,100	No data	1,700
	Women	Same	Same	Same
Rochester	Men	No data	No data	3,500
St. Paul	Men	No data	No data	1,800
	Women	No data	No data	Same
Denver	Men	1,600	No data	2,800
	Women	Same	Same	Same
Portland, Ore.[1]	Men	1,600	200	2,400

[1] Returns show salaries of January 1, 1920, as follows:

		Minimum.	Annual Increase.	Maximum.
New York	January 1, 1920	$2,693	.....	$3,667
	January 1, 1921	2,846	.....	3,834
	January 1, 1922	3,000	$250	4,000
Buffalo	January 1, 1920	2,000	No data	3,400
Milwaukee	January 1, 1920	1,620	120	3,420
Portland, Ore	January 1, 1920	2,000	200	2,800
[2] Indianapolis	September, 1920	$1,800	No data	$2,400

Elementary School Teachers — Continued.

Table 17.

(c) Principal.

(Includes the Chief Administrative and Executive Officer of the School District.)

Minimum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Salary of the Lowest Paid Male Principal in Each City.

	Men.	Women.
New York	$2,540	Same
Jersey City:		
Primary	.....	$1,900
Grammar	2,400	
Chicago:		
Lower group	2,000	Same
Upper group	3,100	Same
Kansas City, Mo.:*		
Class C	1,900	1,900
Class B	2,200	2,200
Class A	2,600	2,600
Newark:		
14 or less classes	1,900	1,700
15 or more classes	2,300	2,000
Buffalo	1,800	Same
Denver	1,600	Same
Portland, Ore	1,600	
Los Angeles:*		
2–5 rooms	1,600	1,600
6–10 rooms	1,680	1,680
11–17 rooms	1,980	1,980
18 or more rooms	2,400	2,400
St. Louis:		
Class E (1–5 rooms)	1,550	Same
Class D (6–9 rooms)	1,650	Same
Class C (10–13 rooms)	1,850	Same
Class B (14–17 rooms)	2,400	Same
Class A (18 or more rooms)	2,650	Same

* No information in salary schedule concerning sex.

Elementary School Teachers — Continued.

TABLE 17 — *Concluded.*

(*c*) *Principal* — Continued.

	Men.	Women.
Pittsburgh: *		
9 or less rooms	$1,320	$1,320
10–15 rooms	1,955	1,955
16 or more rooms	2,420	2,420
Milwaukee	1,260	Same
Cincinnati	1,200	Same
Providence: *		
1 school	1,200	1,200
3 schools	1,500	1,500
10 or less rooms of grammar grade pupils	1,900	1,900
11 or more rooms of grammar grade pupils	2,200	2,200
Philadelphia: *		
Teaching principal:		
1–4 divisions:		
Class A	1,125	1,125
Class B	1,310	1,310
5–9 divisions:		
Class A	1,310	1,310
Class B	1,560	1,560
Supervising principal:		
10–21 divisions	1,925	1,925
22–33 divisions	2,640	2,640
34 or more divisions	3,080	3,080
Louisville	1,100	Same

* No information in salary schedule concerning sex.

	Men.		Women.	
Highest minimum	$2,540	New York.	$2,540	New York.
Average minimum	1,913		1,895	
Lowest minimum	1,100	Louisville.	1,100	Louisville.
Boston's minimum	2,820		2,820	
Boston's rank	1st out of 17 cities.		1st out of 16 cities.	

Elementary School Teachers — Continued.

Table 18.

(c) Principal.

(Includes the Chief Administrative and Executive Officer of the School District.)

Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Salary of the Lowest Paid Male Principal in Each City.

	Men.	Women
Jersey City:		
Primary	.....	$2,700
Grammar	$3,700	
New York	3,500	Same
Rochester	3,500	
Cincinnati	3,300	Same
Chicago:		
Lower group	2,900	Same
Upper group	3,750	Same
Denver	2,800	Same
Milwaukee	2,700	Same
Newark:		
14 or less rooms	2,700	2,300
15 or more rooms	3,500	3,000
San Francisco:		
Primary:		
149 or less pupils	.....	1,620
150–400 pupils	.....	1,800
401–550 pupils	.....	2,040
551–700 pupils	.....	2,220
701 or more pupils	.....	2,400
Grammar:		
Class III	2,400	2,400
Class II	2,580	2,580
Class I	2,700	2,700
Cleveland	2,400	Same
Portland, Ore.	2,400	
Buffalo	*2,300 *2,800 *3,000	Same Same Same

* Varies with the number of teachers.

Elementary School Teachers — Continued.

TABLE 18 — *Continued.*

(*c*) *Principal* — Continued.

	Men.	Women.
Kansas City, Mo.*		
Class C	$2,300	$2,300
Class B	2,600	2,600
Class A	3,000	3,000
Detroit:		
13 or less rooms	2,000	Same
14–17 rooms	2,400	Same
18–21 rooms	2,800	Same
22–27 rooms	3,200	Same
28 or more rooms	3,600	Same
Pittsburgh: *		
9 or less rooms	1,840	1,840
10–15 rooms	2,310	2,310
16 or more rooms	2,970	2,970
Indianapolis: *		
7 rooms	† 1,800	† 1,800
St. Paul	1,800	Same
Louisville	1,700	Same
Los Angeles: *		
2–5 rooms	1,680	1,680
6–10 rooms	1,920	1,920
11–17 rooms	2,280	2,280
18 or more rooms	2,700	2,700
St. Louis:		
Class E (1–5 rooms)	1,650	Same
Class D (6–9 rooms)	1,950	Same
Class C (10–13 rooms)	2,500	Same
Class B (14–17 rooms)	3,050	Same
Class A (18 or more rooms)	3,625	Same
Providence: *		
1 school	1,595	1,595
3 schools	1,885	1,885
10 or less rooms of grammar grade pupils	2,270	2,270
11 or more rooms of grammar grade pupils	2,580	2,580

* No information in the salary schedule concerning sex.
† For each additional room up to 15 rooms add $75, maximum, $2,400.

Elementary School Teachers — Continued.

TABLE 18 — *Concluded.*

(*c*) *Principal* — Continued.

	Men.	Women.
Philadelphia: *		
Teaching Principal:		
1–4 divisions:		
Class A	$1,260	$1,260
Class B	1,560	1,560
5–9 divisions:		
Class A	1,500	1,500
Class B	1,800	1,800
Supervising Principal:		
10–21 divisions	2,310	2,310
22–33 divisions	3,080	3,080
34 or more divisions	3,520	3,520

* No information in the salary schedule concerning sex.

	Men.		Women.	
Highest maximum	$3,750	Chicago (upper group).	$3,750	Chicago (upper group).
Average	2,538		2,441	
Lowest maximum	1,260	Philadelphia (1–4 divisions, Class A).	1,260	Philadelphia (1–4 divisions, Class A).
Boston's maximum	3,540		3,540	
Boston's rank		5th out of 23 cities.		4th out of 21 cities.

TABLE 19.

(*c*) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Minimum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Male Principal in Each City.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
St. Louis	$1,250	$1,550	$300	24
New York	2,300	2,540	240	10
Louisville	900	1,100	200	22

Increase in minimum:

Highest	$300	St. Louis.
Average	247	
Lowest	200	Louisville.
Boston's	240	

Boston's rank, 2d or 3d out of 4 cities.

Elementary School Teachers — Concluded.

TABLE 20.

(c) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Maximum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Male Principal in Each City.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
Rochester	$2,400	$3,500	$1,100	46
Detroit	2,700	3,600	900	33
Denver	2,200	2,800	600	27
Buffalo	2,500	3,000	500	20
Jersey City	3,200	3,700	500	16
St. Louis	3,150	3,625	475	15
Philadelphia	3,100	3,520	420	14
Cleveland	2,000	2,400	400	20
Pittsburgh:				
9 or less rooms	1,500	1,840	340	23
10–15 rooms	2,000	2,310	310	16
16 or more rooms	2,600	2,970	370	14
Cincinnati	3,000	3,300	300	10
Chicago	3,500	3,750	250	7
Newark	3,300	3,500	200	6
Louisville	1,550	1,700	150	10
Indianapolis	2,100	2,250	150	7
Providence	2,500	2,580	80	3
New York	3,500	3,500	0	0
Milwaukee	2,700	2,700	0	0
Portland, Ore.	2,400	2,400	0	0
St. Paul	1,800	1,800	0	0
New Orleans	1,500	No data		

Increase in maximum:

Highest	$1,100	Rochester.
Average	414	
Lowest (where any increase was given)	80	Providence.
Boston's	120	

Boston's rank, 15th out of 16 cities giving increase.

Four cities, New York, Milwaukee, Portland, Ore., and St. Paul, have given no increase since September, 1917.

III.— High School Teachers.

Table 21.

(a) Assistant.

(Includes All Regular High School Teachers Without Executive or Administrative Duties.)

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to Size of Cities.

	Sex.	Minimum.	Annual Increase.	Maximum.
New York[1]	Men	$900	No data	$2,650
	Women	Same	No data	Same
Chicago:				
Limited certificate:				
Lower group	Men	1,200	58	1,545
Upper group †	Men	1,660	115	2,575
Upper group ‡	Men	1,603	58	2,000
Unlimited certificate:				
Lower group	Men	1,200	115	1,890
Upper group	Men	2,005	115	3,000
	Women	Same	Same	Same
Philadelphia:				
Class A	Men	1,125	75	1,440
Class B	Men	1,560	100	1,955
Class C	Men	2,070	100	2,420
Class D (college graduate)	Men	2,640	100	3,080
Class A	Women	1,000	50	1,200
Class B	Women	1,320	50	1,560
Class C	Women	1,680	50	1,840
Class D (college graduate)	Women	1,897	50	2,127
St. Louis:				
Third assistant	Men	1,300	100	1,700
Second assistant	Men	1,600	100	2,150
First assistant	Men	2,050	100	2,500
Head assistant	Men	2,400	100	2,800
	Women	Same	Same	Same
Boston	Men	1,476	144	2,772
	Women	1,068	96	1,932
Cleveland	Men	1,200	100	2,400
	Women	Same	Same	Same
Pittsburgh *				
Non-college graduate	Men	1,320	No data	2,185
College graduate	Men	1,320	No data	2,640
Non-college graduate	Women	1,320	No data	2,185
College graduate	Women	1,320	No data	2,640
Detroit:				
Third assistant	Men	1,100	{100 4 yrs. / 200 4 yrs.}	2,200
Second assistant	Men	No data	No data	2,600
First assistant	Men	No data	No data	2,800
	Women	Same	Same	Same
Buffalo[1]	Men	1,000	100	1,500
	Women	Same	Same	Same
San Francisco *	Men	1,380	60	§ 1,800
	Women	1,380	60	§ 1,800
Milwaukee[1]	Men	960	90	2,250
	Women	Same	Same	Same

[1] See footnote on page 43.

* No information in salary schedule concerning sex.

† Salary of teachers of physical education, music, art, or manual training.

‡ Salary of teachers of modern languages, commercial subjects, or household arts.

§ Assistants appointed previous to September, 1919, range from $1,680–$2,040.

High School Teachers — Continued.

TABLE 21 — *Concluded.*

(*a*) *Assistant* — Continued.

	Sex.	Minimum.	Annual Increase.	Maximum.
Cincinnati:				
Instructor	Men	$1,100	$100	$1,400
Teacher	Men	1,500	100	2,500
	Women	Same	Same	Same
Newark	Men	1,500	100	2,800
	Women	1,000	100	2,300
New Orleans	Men	1,193	No data	1,710
	Women	713	No data	1,235
Los Angeles *	Men	1,400	80	2,000
	Women	1,400	80	2,000
Jersey City	Men	1,500	100	3,000
	Women	1,200	100	3,000
Kansas City, Mo.: *				
Group IV	Men	1,200	100	† 1,700
Group III	Men	1,700	100	† 2,000
Group II	Men	2,000	100	† 2,200
Group I	Men	2,300	100	† 2,500
Group IV	Women	1,200	100	† 1,700
Group III	Women	1,700	100	† 2,000
Group II	Women	2,000	100	† 2,200
Group I	Women	2,300	100	† 2,500
Indianapolis: *[2]	Men	950	No data	1,975
	Women	950	No data	1,975
Providence:				
Third assistant	Men	900	No data	1,595
Second assistant	Men	1,600	No data	1,885
First assistant	Men	1,900	No data	2,270
Third assistant	Women	800	No data	1,380
Second assistant	Women	1,400	No data	1,595
First assistant	Women	1,600	No data	1,885
Louisville	Men	1,200	No data	2,050
	Women	925	No data	1,500
St. Paul	Men	850	100	1,600
	Women	Same	Same	Same
Denver	Men	1,200	100	2,400
	Women	Same	Same	Same
Portland, Ore.*	Men	1,200	100	1,600
	Women	1,200	100	1,600

[1] Returns show salaries of January 1, 1920, as follows:

		Minimum.	Annual Increase.	Maximum.
New York	January 1, 1920	$1,050	$150	$2,817
	January 1, 1921	1,200	150	2,983
	January 1, 1922	1,350	150	3,150
Buffalo	January 1, 1920	1,200	100	2,000
Milwaukee	January 1, 1920	1,110	120	2,820
[2] Indianapolis	September, 1920	$1,000	$100	$2,200

* No information in salary schedule concerning sex.
† Maximum not to become effective until after year 1919–20.

High School Teachers — Continued.

TABLE 22.

(*a*) ASSISTANT.

(Includes All Regular High School Teachers Without Executive or Administrative Duties.)

Minimum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Salary of the Lowest Paid Male Assistant in Each City.

	Men.	Women.
Jersey City	$1,500	$1,200
Newark	1,500	1,000
Los Angeles*	1,400	1,400
San Francisco*	† 1,380	† 1,380
Pittsburgh: *		
Non-college graduate	1,320	1,320
College graduate	1,320	1,320
St. Louis:		
Third assistant	1,300	Same
Second assistant	1,600	Same
First assistant	2,050	Same
Head assistant	2,400	Same
Chicago:		
Limited certificate:		
Lower group	1,200	Same
Upper group‡	1,660	Same
Upper group§	1,603	Same
Unlimited certificate:		
Lower group	1,200	Same
Upper group	2,005	Same
Cleveland	1,200	Same
Denver	1,200	Same
Kansas City, Mo.:*		
Group IV	1,200	1,200
Group III	1,700	1,700
Group II	2,000	2,000
Group I	2,300	2,300
Louisville	1,200	925

* No information in salary schedule concerning sex.
† Assistants appointed previous to September, 1919, range from $1,680–$2,040.
‡ Salary of teachers of physical education, music, art, or manual training.
§ Salary of teachers of modern languages, commercial subjects, or household arts.

High School Teachers — Continued.

TABLE 22 — *Concluded.*

(*a*) *Assistant* — Continued.

	Men.	Women.
Portland, Ore. *	$1,200	$1,200
New Orleans	1,193	713
Philadelphia:		
Class A	1,125	1,000
Class B	1,560	1,320
Class C	2,070	1,680
Class D (college graduate)	2,640	1,897
Detroit:		
Third assistant	1,100	Same
Second assistant	No data	No data
First assistant	No data	No data
Cincinnati:		
Instructor	1,100	Same
Teacher	1,500	Same
Buffalo	1,000	Same
Milwaukee	960	Same
Indianapolis *	950	950
Providence:		
Third assistant	900	800
Second assistant	1,600	1,400
First assistant	1,900	1,600
New York	900	Same
St. Paul	850	Same

* No information in salary schedule concerning sex.

	Men.		Women.	
Highest minimum	$1,500	Jersey City. Newark.	$1,400	Los Angeles.
Average minimum	1,456		1,362	
Lowest minimum	850	St. Paul.	713	New Orleans.
Boston's minimum	1,476		1,068	
Boston's rank	3d out of 23 cities.		13th out of 23 cities.	

High School Teachers — Continued.

TABLE 23.

(*a*) ASSISTANT.

(Includes All Regular High School Teachers Without Executive or Administrative Duties.)

Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Salary of the Lowest Paid Male Assistant in Each City.

	Men.	Women.
Jersey City	$3,000	$3,000
Newark	2,800	2,300
New York	2,650	Same
Cleveland	2,400	Same
Denver	2,400	Same
Milwaukee	2,250	Same
Detroit:		
Third assistant	2,200	Same
Second assistant	2,600	Same
First assistant	2,800	Same
Pittsburgh:*		
Non-college graduate	2,185	2,185
College graduate	2,640	2,640
Louisville	2,050	1,500
Los Angeles *	2,000	2,000
Indianapolis: *	1,975	1,975
San Francisco *	† 1,800	† 1,800
New Orleans	1,710	1,235
Kansas City, Mo.: *		
Group IV	1,700	[1] 1,700
Group III	2,000	[1] 2,000
Group II	2,200	[1] 2,200
Group I	2,500	[1] 2,500
St. Louis:		
Third assistant	1,700	Same
Second assistant	2,150	Same
First assistant	2,500	Same
Head assistant	2,800	Same
St. Paul	1,600	Same

[1] Maximum not to become effective until after year 1919–20.

* No information in salary schedule concerning sex.

† Assistants appointed previous to September, 1919, range from $1,680 to $2,040.

High School Teachers — Continued.

TABLE 23 — *Concluded.*

(*a*) *Assistant* — Continued.

	Men.	Women.
Portland, Ore.*	$1,600	$1,600
Providence:		
Third assistant	1,595	1,380
Second assistant	1,885	1,595
First assistant	2,270	1,885
Chicago:		
Limited certificate:		
Lower group	1,545	Same
Upper group †	2,575	Same
Upper group ‡	2,000	Same
Unlimited certificate:		
Lower group	1,890	Same
Upper group	3,000	Same
Buffalo	1,500	Same
Philadelphia:		
Class A	1,440	1,200
Class B	1,955	1,560
Class C	2,420	1,840
Class D (college graduate)	3,080	2,127
Cincinnati:		
Instructor	1,400	Same
Teacher	2,500	Same

* No information in salary schedule concerning sex.
† Salary of teachers of physical education, music, art, or manual training.
‡ Salary of teachers of modern languages, commercial subjects, or household arts.

	Men.		Women.	
Highest maximum	$3,080	Philadelphia (Class D).	$3,000	Jersey City. Chicago (unlimited certificate, upper group).
Average	2,177		2,065	
Lowest maximum	1,400	Cincinnati (instructor).	1,200	Philadelphia (Class A).
Boston's maximum	2,772		1,932.	
Boston's rank	7th out of 23 cities.		16th out of 23 cities.	

High School Teachers — Continued.

Table 24.

(a) Assistant.

(Includes All Regular High School Teachers Without Executive or Administrative Duties.)

Minimum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Male Assistant in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women
Buffalo	$600	$600	$1,000	$1,000	$400	$400	67	67
Philadelphia:								
Class A	800	700	1,125	1,000	325	300	41	43
Class B	1,200	1,000	1,560	1,320	360	320	30	32
Class C	1,700	1,300	2,070	1,680	370	380	22	29
Class D	2,300	1,550	2,640	1,897	340	347	15	22
St. Louis	1,000	1,000	1,300	1,300	300	300	30	30
Detroit	820	820	1,100	1,100	280	280	34	34
Denver	1,000	1,000	1,200	1,200	200	200	20	20
Portland, Ore.*	1,000	1,000	1,200	1,200	200	200	20	20
Louisville	1,050	650	1,200	925	150	275	14	42
Milwaukee	840	840	960	960	120	120	14	14
Chicago	1,100	1,100	1,200	1,200	100	100	9	9
Cleveland	1,100	1,100	1,200	1,200	100	100	9	9
Cincinnati	1,000	1,000	1,100	1,100	100	100	10	10
New York	900	900	900	900	0	0	0	0
Newark	.....	1,000	1,500	1,000	.....	0	.....	0
St. Paul	850	850	850	850	0	0	0	0
Jersey City	.....	900	.....	1,200	.....	300	.....	33
New Orleans	.....	700	.....	713	.....	13	.....	2
Providence	.....	700	.....	800	.....	100	.....	14

* No information in the salary schedule concerning sex.

High School Teachers — Continued.

TABLE 24 — *Concluded.*

(*a*) *Assistant.*— Continued.

	Men.		Women.	
Increase in minimum:				
Highest	$400	Buffalo.	$400	Buffalo.
Average	239		226	
Lowest (where any increase was given)	100	Chicago. Cincinnati. Cleveland.	13	New Orleans.
Boston's	0		96	
Boston's rank			14th out of 15 cities giving increase.	

Three cities, Boston, New York, and St. Paul, have given no increase in minimum to men since 1917.

Three cities, Newark, New York, and St. Paul, have given no increase in minimum to women since 1917.

TABLE 25.

(*a*) ASSISTANT.

(Includes All Regular High School Teachers Without Executive or Administrative Duties.)

Maximum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Male Assistant in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
Jersey City	$1,900	$1,900	$3,000	$3,000	$1,100	$1,100	58	58
Milwaukee	1,620	1,620	2,250	2,250	630	630	39	39
St. Louis	2,400	2,400	2,800	2,800	400	400	17	17
Pittsburgh: *								
Non-college graduate	1,800	1,800	2,185	2,185	385	385	21	21
College graduate	2,300	2,300	2,640	2,640	340	340	15	15
Philadelphia:								
Class A	1,100	900	1,440	1,200	340	300	31	33
Class B	1,600	1,200	1,955	1,560	355	360	22	30
Class C	2,100	1,500	2,420	1,840	320	340	15	23
Class D	2,700	1,750	3,080	2,127	380	377	14	22

* No information in the salary schedule concerning sex.

High School Teachers — Continued.

TABLE 25 — *Concluded.*

(*a*) *Assistant* — Continued.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
Detroit	$1,900	$1,900	$2,200	$2,200	$300	$300	16	16
Buffalo	1,200	1,200	1,500	1,500	300	300	25	25
Cleveland	2,200	2,200	2,400	2,400	200	200	9	9
Cincinnati	2,300	2,300	2,500	2,500	200	200	9	9
Denver	2,200	2,200	2,400	2,400	200	200	9	9
Louisville	1,850	1,400	2,050	1,500	200	100	11	7
Chicago	2,860	2,860	3,000	3,000	140	140	5	5
Newark *	.....	2,200	.....	2,300	.....	100	.....	5
New York	2,650	2,650	2,650	2,650	0	0	0	0
Portland, Ore.*	1,600	1,600	1,600	1,600	0	0	0	0
St. Paul	1,600	1,600	1,600	1,600	0	0	0	0
New Orleans	.....	1,150	.....	1,235	.....	85	.....	7
Providence	.....	1,800	.....	1,885	.....	85	.....	5

* No information in the salary schedule concerning sex.

	Men.		Women.	
Increase in maximum:				
Highest	$1,100	Jersey City.	$1,100	Jersey City.
Average	362		313	
Lowest (where any increase was given),	140	Chicago.	85	New Orleans. Providence.
Boston's	144		168	
Boston's rank	12th out of 13 cities giving increase.		11th out of 16 cities giving increase.	

Three cities, New York, Portland, Ore., and St. Paul, have given no increase in maximum since September, 1917.

High School Teachers — Continued.

TABLE 26.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Assistant Principals and Masters, Heads of Department.)

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to Size of Cities.

	Sex.	Minimum.	Annual Increase.	Maximum.
New York †	Men	$1,680	$210	$3,150
	Women	Same	Same	Same
Chicago	Men	No data	No data	3,300
	Women	No data	No data	Same
Philadelphia	Men	3,300	100	3,730
	Women	2,185	50	2,310
St. Louis	Men	2,650	No data	3,625
	Women	Same	No data	Same
Boston	Men	2,340	144	3,348
	Women	1,428	96	2,100
Cleveland	Men	No data	No data	2,800
	Women	No data	No data	Same
Detroit	Men	No data	No data	3,500
	Women	No data	No data	Same
Buffalo †	Men	2,200	100	2,700
	Women	Same	Same	Same
San Francisco *	Men	No data	No data	2,400
	Women	No data	No data	2,400
Milwaukee †	Men	1,800	90	2,340
	Women	Same	Same	Same
Cincinnati	Men	No data	100	3,000
	Women	No data	Same	Same
Newark	Men	2,100	100–200	3,400
	Women	1,600	100–200	2,800
New Orleans	Men	1,193	No data	1,710
	Women	No schedule		
Los Angeles *	Men	2,100	60	2,460
	Women	2,100	60	2,460

* No information in salary schedule concerning sex.

† Returns show salaries of January 1, 1920, as follows:

		Minimum.	Annual Increase.	Maximum.
New York	January 1, 1920	$2,003	.....	$3,317
	January 1, 1921	2,326	.....	3,484
	January 1, 1922	2,650	$200	3,650
Buffalo	January 1, 1920	2,400	100	3,200
Milwaukee	January 1, 1920	No data	No data	3,000
‡ Indianapolis	September, 1920	No data	No data	$3,000

High School Teachers — Continued.

TABLE 26 — *Concluded.*

(*b*) *Rank Next to Principal* — Continued.

	Sex.	Minimum.	Annual Increase.	Maximum.
Jersey City *	Men	$3,100	$100	$3,700
	Women	3,100	100	3,700
Indianapolis * ‡	Men	No data	No data	2,500
	Women	No data	No data	2,500
Providence	Men	2,500	80	2,580
	Women	No schedule		
Portland, Ore.*	Men	No data	No data	1,800
	Women	No data	No data	1,800

* No information in salary schedule concerning sex.

‡ See foot note on page 51.

TABLE 27.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Assistant Principals and Masters, Heads of Department.)

Minimum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Lowest Salary Paid to Men of this Rank in Each City.

	Men.	Women.
Philadelphia	$3,300	$2,185
Jersey City *	3,100	3,100
St. Louis	2,650	Same
Providence	2,500	
Buffalo	2,200	Same
Los Angeles *	2,100	2,100
Newark	2,100	1,600
Milwaukee	1,800	Same
New York	1,680	Same
New Orleans	1,193	

* No information in salary schedule concerning sex.

	Men.	Women.
Highest minimum	$3,300 Philadelphia.	$3,100 Jersey City.
Average minimum	2,262	2,164
Lowest minimum	1,193 New Orleans.	1,600 Newark.
Boston's minimum	2,340	1,428
Boston's rank	5th out of 11 cities.	9th out of 9 cities.

High School Teachers — Continued.

TABLE 28.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Assistant Principals and Masters, Heads of Department.)

Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Lowest Salary Paid to Men of this Rank in Each City.

	Men.	Women.
Philadelphia	$3,730	$2,310
Jersey City *	3,700	3,700
St. Louis	3,625	Same
Detroit	3,500	Same
Newark	3,400	2,800
Chicago	3,300	Same
New York	3,150	Same
Cincinnati	3,000	Same
Indianapolis *	3,000	3,000
Cleveland	2,800	Same
Buffalo	2,700	Same
Providence	2,580	
Los Angeles *	2,460	2,460
San Francisco *	2,400	2,400
Milwaukee	2,340	Same
Portland, Ore.*	1,800	1,800
New Orleans	1,710	

* No information in salary schedule concerning sex.

	Men.		Women.	
Highest maximum	$3,730	Philadelphia.	$3,700	Jersey City.
Average maximum	2,894		2,859	
Lowest maximum	1,710	New Orleans.	1,800	Portland, Ore.
Boston's maximum	3,348		2,100	
Boston's rank	6th out of 18 cities		15th out of 16 cities.	

High School Teachers — Continued.

TABLE 29.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Assistant Principals and Masters, Heads of Department.)

Minimum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Man of this Rank in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
Philadelphia	$2,900	$1,800	$3,300	$2,185	$400	$385	14	21
St. Louis	2,250	2,250	2,650	2,650	400	400	18	18
New York	1,680	1,680	1,680	1,680	0	0	0	0

	Men.	Women.
Increase in minimum:		
Highest	$400 Philadelphia. St. Louis.	$400 St. Louis.
Average	400	393
Lowest (where any increase was given),	400 Philadelphia. St. Louis.	385 Philadelphia.
Boston's	144	96
Boston's rank	3d out of 3 cities giving increase.	3d out of 3 cities giving increase.

One city, New York, has given no increase to either men or women since September, 1917.

High School Teachers — Continued.

TABLE 30.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Assistant Principals and Masters, Heads of Department.)

Maximum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Man of this Rank in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent. Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
Detroit	$2,500	$2,500	$3,500	$3,500	$1,000	$1,000	40	40
Buffalo	2,000	2,000	2,700	2,700	700	700	35	35
Jersey City *	3,000	3,000	3,700	3,700	700	700	23	23
Cincinnati	2,500	2,500	3,000	3,000	500	500	20	20
Indianapolis *	2,000	2,000	2,500	2,500	500	500	25	25
St. Louis	3,150	3,150	3,625	3,625	475	475	15	15
Philadelphia	3,300	2,000	3,730	2,310	430	310	13	16
Cleveland	2,400	2,400	2,800	2,800	400	400	17	17
Providence	2,200	.....	2,580	.....	380	.....	17	
Chicago	3,160	3,160	3,300	3,300	140	140	4	4
Newark	3,300	.....	3,400	.....	100	.....	3	
Milwaukee	2,250	2,250	2,340	2,340	90	90	4	4
New York	3,150	3,150	3,150	3,150	0	0	0	0
Portland, Ore.*	1,800	1,800	1,800	1,800	0	0	0	0

* No information in salary schedule concerning sex.

	Men.		Women.	
Increase in maximum:				
Highest	$1,000	Detroit.	1,000	Detroit.
Average	451		482	
Lowest (where any increase was given).	90	Milwaukee.	90	Milwaukee.
Boston's	144		120	
Boston's rank	10th out of 13 cities giving increase.		10th out of 11 cities giving increase.	

Two cities, New York and Portland, Ore., have given no increase to either men or women since September, 1917.

High School Teachers — Continued.

TABLE 31.

(c) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to Size of Cities.

	Minimum.	Annual Increase.	Maximum.
New York*	$5,000	.....	$5,000
Chicago	3,450	$115	4,620
Philadelphia:			
24 or less teachers	3,960	.....	3,960
25–49 teachers	4,510	.....	4,510
50 or more teachers	5,060	.....	5,060
St. Louis	3,600	No data	4,300
Boston	3,348	144	4,212
Cleveland	.....	.....	4,000
Pittsburgh:			
Less than 4-year course	2,310	100	2,860
4-year course	2,860	100	3,410
Detroit	.....	.....	5,000
Buffalo*	3,000	125	3,500
San Francisco	.....	.....	3,540
Milwaukee*	3,120	120	3,600
Cincinnati	2,600	100	4,200
Newark	3,600	No data	4,800
New Orleans	.....	.....	2,755
Los Angeles	.....	.....	3,900

* Returns show salaries of January 1, 1920, as follows:

		Minimum.	Annual Increase.	Maximum.
New York	January 1, 1920	$5,000	.....	$5,167
	January 1, 1921	5,000	.....	5,333
	January 1, 1922	5,000	$250	5,500
Buffalo	January 1, 1920	3,500	100	4,500
Milwaukee	January 1, 1920	3,200	No data	4,200

High School Teachers — Continued.

TABLE 31 — *Concluded.*

(*c*) *Principal* — Continued.

	Minimum.	Annual Increase.	Maximum.
Jersey City	.....	.....	$6,000
Providence	$2,700	No data	3,610
Louisville	2,150	No data	3,500
Rochester	.....	.....	4,400
Denver	.....	.....	4,500
Portland, Ore	2,500	No data	3,500

TABLE 32.

(*c*) PRINCIPAL.

(Includes the Chief Executive Officer of the School District.)

Minimum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Salary of the Lowest Paid Principal in Each City.

New York	$5,000
Philadelphia:	
24 or less teachers	3,960
25–49 teachers	4,510
50 or more teachers	5,060
St. Louis	3,600
Chicago	3,450
Milwaukee	3,120
Buffalo	3,000
Providence	2,700
Cincinnati	2,600
Pittsburgh:	
Less than 4-year course	2,310
4-year course	2,860
Louisville	2,150

Highest minimum	$5,000	New York.
Average minimum	3,409	
Lowest minimum	2,150	Louisville.
Boston's minimum	3,348	

Boston's rank, 5th out of 11 cities.

High School Teachers — Continued.

TABLE 33.

(c) PRINCIPAL.

(Includes the Chief Executive Officer of the School District.)

Maximum Salaries of September, 1919, in Cities of 200,000 Population or Over, Arranged According to the Salary of the Lowest Paid Principal in Each City.

Jersey City	$6,000
Detroit	5,000
New York	5,000
Newark	4,800
Chicago	4,620
Denver *	4,500
Rochester	4,400
St. Louis	4,300
Cincinnati	4,200
Cleveland	4,000
Philadelphia:	
24 or less teachers	3,960
25–49 teachers	4,510
50 or more teachers	5,060
Los Angeles	3,900
Providence	3,610
Milwaukee	3,600
San Francisco	3,540
Buffalo	3,500
Louisville	3,500
Portland, Ore.	3,500
Pittsburgh:	
Less than 4-year course	2,860
4-year course	3,410
New Orleans	2,755

Highest maximum	$6,000	Jersey City.
Average maximum	4,110	
Lowest maximum	2,755	New Orleans.
Boston's maximum	4,212	

Boston's rank, 10th out of 21 cities.

* Men and women.

High School Teachers — Continued.

TABLE 34.

(c) PRINCIPAL.

(Includes the Chief Executive Officer of the School District.)

Minimum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Principal in Each City.

	September, 1917.	September, 1919.	Annual Increase.	Per Cent Increase.
Philadelphia:				
24 or less teachers	$3,500	$3,960	$460	13
25–49 teachers	4,000	4,510	510	13
50 or more teachers	4,500	5,060	560	12
Pittsburgh:				
Less than 4-year course	2,000	2,310	310	16
4-year course	2,500	2,860	360	14
Louisville	2,000	2,150	150	8
St. Louis	3,500	3,600	100	3
New York	5,000	5,000	0	0

Increase in minimum:

Highest	$460	Philadelphia (24 or less teachers).
Average	386	
Lowest (where any increase was given)	100	St. Louis.
Boston's	144	

Boston's rank, 3d out of 4 cities giving increase.

One city, New York, has given no increase since September, 1917.

High School Teachers — Concluded.

TABLE 35.

(c) PRINCIPAL.

(Includes the Chief Executive Officer of the School District.)

Maximum Salaries in Cities of 200,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Principal in Each City.

	September, 1917.	September, 1919.	Annual Increase.	Per Cent Increase.
Jersey City	$5,000	$6,000	$1,000	20
Portland, Ore.	2,500	3,500	1,000	40
Denver	3,600	4,500	900	25
Rochester	3,500	4,400	900	26
Kansas City	3,300	4,015	715	22
Cincinnati	3,500	4,200	700	20
Providence	3,000	3,610	610	20
Buffalo	3,000	3,500	500	17
Cleveland	3,500	4,000	500	14
Detroit	4,500	5,000	500	11
Philadelphia:				
24 or less teachers	3,500	3,960	460	13
25–49 teachers	4,000	4,510	510	13
50 or more teachers	4,500	5,060	560	12
Pittsburgh:				
Less than 4-year course	2,500	2,860	360	14
4-year course	3,000	3,410	410	14
Louisville	3,250	3,500	250	8
Chicago	4,400	4,620	220	5
Newark	4,600	4,800	200	4
New Orleans	2,612	2,755	143	5
St. Louis	4,200	4,300	100	2
Milwaukee	3,600	3,600	0	0
New York	5,000	5,000	0	0

Increase in maximum:

Highest	$1,000	Jersey City. Portland, Ore.
Average	527	
Lowest (where any increase was given)	100	St. Louis.
Boston's	144	

Boston's rank, 16th out of 18 cities giving increase.

Two cities, Milwaukee and New York, have given no increase since September, 1917.

PART II.

SALARIES OF PUBLIC SCHOOL TEACHERS

IN CITIES AND TOWNS OF MASSACHUSETTS OF 30,000 POPULATION OR OVER.

I.— Kindergarten Teachers.

TABLE 36.

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Population.

	Minimum.	Annual Increase.	Maximum.
Boston:			
Assistant (one session)	$576	$96	$960
First assistant (one session)	1,032	96	1,224
Worcester	675	75	1,200
Fall River:			
Assistant	820	40	980
Regular	900	40	1,100
New Bedford	863	58	1,150
Cambridge:			
Assistant	504	60	924
Head teacher	576	60	1,056
Lowell:			
Assistant	600	No data	780
Principal	No data	No data	840
Springfield:			
Assistant	1,025	No data	1,200
Director (teacher):			
one session:			
1 assistant (10 months)	No data	No data	1,250
2 assistants (10 months)	No data	No data	1,300
3 assistants (10 months)	No data	No data	1,350
two sessions:			
1 assistant (10 months)	No data	No data	1,350
2 assistants (10 months)	No data	No date	1,400
3 assistants (10 months)	No data	No data	1,450
Lynn	650	No data	1,000
Somerville	No data	No data	950
Haverhill	700	75–50	1,000
Newton:			
Assistant	No data	100	950
Kindergartner	No data	100	1,100
Fitchburg	650	60–75	1,250
Pittsfield	560	40	880

Kindergarten Teachers — Continued.

TABLE 36 — *Concluded.*

	Minimum.	Annual Increase.	Maximum.
Salem:			
Assistant	$600	$50	$700
Principal	800	50	900
Brookline:			
Assistant	No data	No data	1,188
Kindergartner	No data	No data	1,265

TABLE 37.

Minimum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Salary of the Lowest Paid Kindergarten Teacher in Each City.

Springfield:	
Assistant	$1,025
Director (teacher)	No data
New Bedford	863
Fall River:	
Assistant	820
Regular	900
Haverhill	700
Worcester	675
Fitchburg	650
Lynn	650
Lowell:	
Assistant	600
Principal	No data
Salem:	
Assistant	600
Principal	800
Pittsfield	560
Cambridge:	
Assistant	504
Head teacher	576

Highest minimum:		
Assistant	$1,025	Springfield.
Average minimum	709	
Lowest minimum:		
Assistant	504	Cambridge.
Boston's minimum:		
Assistant	576	
First assistant	1,032	

Boston's rank:

Assistant, 10th out of 12 cities.

First assistant, 1st out of 10 cities.

Kindergarten Teachers — Continued.

TABLE 38.

Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Salary of the Lowest Paid Kindergarten Teacher in Each City.

Fitchburg	$1,250
Springfield:	
Assistant	1,200
Director (teacher):	
One session:	
1 assistant (10 months)	1,250
2 assistants (10 months)	1,300
3 assistants (10 months)	1,350
Two sessions:	
1 assistant (10 months)	1,350
2 assistants (10 months)	1,400
3 assistants (10 months)	1,450
Worcester	1,200
Brookline:	
Assistant	1,188
Kindergartner	1,265
New Bedford	1,150
Haverhill	1,000
Lynn	1,000
Fall River:	
Assistant	980
Regular	1,100
Newton:	
Assistant	950
Kindergartner	1,100
Somerville	950
Cambridge:	
Assistant	924
Head teacher	1,056
Pittsfield	880
Lowell:	
Assistant	780
Principal	840
Salem:	
Assistant	700
Principal	900

Highest maximum:		
Assistant	$1,250	Fitchburg.
Head teacher	1,350	Springfield. (Director, one session. 3 assistants.)
Average maximum	1,097	

Kindergarten Teachers — Continued.

TABLE 38 — *Concluded.*

Lowest maximum:
- Assistant . . . . . $700 Salem.
- Head teacher . . . . . 840 Lowell.

Boston's maximum:
- Assistant 960
- First assistant 1,224

Boston's rank:
- Assistant, 9th out of 15 cities.
- First assistant, 4th out of 15 cities.

TABLE 39.

Minimum Salaries in Massachusetts Cities and Towns of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Kindergarten Teacher in Each City.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
Springfield:				
Assistant	$575	$1,025	$450	78
Lynn	300	650	350	117
Fall River:				
Assistant	520	820	300	58
Regular	600	900	300	50
New Bedford	600	863	263	44
Haverhill	500	700	200	40
Salem:				
Assistant	400	600	200	50
Principal	600	800	200	33
Lowell:				
Assistant	500	600	100	20
Pittsfield	520	560	40	8
Cambridge:				
Assistant	504	504	0	0
Head teacher	576	576	0	0

Increase in minimum:
- Highest . . . . . $450 Springfield.
- Average 240
- Lowest (where any increase was given) . . . . . 40 Pittsfield.
- Boston's 96

Boston's rank, 8th out of 9 cities giving increase.

One city, Cambridge, has given no increase since September, 1917.

Kindergarten Teachers — Continued.

TABLE 40.

Maximum Salaries in Massachusetts Cities and Towns of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Kindergarten Teacher in Each City.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
Springfield:				
Assistant	$750	$1,200	$450	60
Director (teacher):				
One session:				
1 assistant (10 months)	800	1,250	450	56
2 assistants (10 months)	850	1,300	450	53
3 assistants (10 months)	900	1,350	450	50
Two sessions:				
1 assistant (10 months)	900	1,350	450	50
2 assistants (10 months)	950	1,400	450	47
3 assistants (10 months)	1,000	1,450	450	45
Newton:				
Assistant	600	950	350	58
Kindergartner	950	1,100	150	16
Fall River:				
Assistant	680	980	300	44
Regular	800	1,100	300	38
New Bedford	850	1,150	300	35
Brookline:				
Assistant	900	1,188	288	32
Kindergartner	1,000	1,265	265	27
Worcester	950	1,200	250	26
Haverhill	800	1,000	200	25
Salem:				
Assistant	500	700	200	40
Principal	700	900	200	29
Somerville	750	950	200	27
Lowell:				
Assistant	650	780	130	20
Principal	700	840	140	20
Lynn	900	1,000	100	11

Kindergarten Teachers — Concluded.

TABLE 40 — *Concluded.*

	September, 1910.	September, 1919.	Increase.	Per Cent Increase.
Pittsfield	$800	$880	$80	10
Cambridge:				
Assistant	864	924	60	7
Head teacher	996	1,056	60	6

Increase in maximum:

Highest	$450	Springfield. (Assistant and Director.)
Average	269	
Lowest	60	Cambridge. (Assistant and Head Teacher.)
Boston's	192	

Boston's rank, 10th out of 14 cities.

II.— Elementary School Teachers.

TABLE 41.

(*a*) ASSISTANT.

(Includes all Regular Grade Teachers Without Executive or Administrative Duties.)

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Population.

	Minimum.	Annual Increase.	Maximum.
Boston	$696	$96	$1,368
Worcester:			
Grade I	675	75	1,275
Grades II–VI	675	75	1,200
Grade VII	675	75	1,250
Grade VIII	675	75	1,300
Fall River	900	40	1,100
New Bedford:			
Grades I–VII	863	58	1,150
Grade VIII	863	58	1,236
Cambridge:			
Grades I–VII	588	60	1,080
Grade VIII	768	60	1,140

Elementary School Teachers — Continued.

TABLE 41 — *Concluded.*

(*a*) *Assistant* — Continued.

	Minimum.	Annual Increase.	Maximum.
Lowell	$600	$80	$1,080
Springfield:			
Grades I–VII	1,180	30–60	1,400
Grade VIII	1,220	30–60	1,450
Grades VII–VIII (college graduate)	1,220	30–60	1,650
Lynn:			
Grades I–VI	650	No data	1,000
Grades VII–VIII	650	No data	1,100
Lawrence	750	50	1,200
Somerville	700	50–100	1,050
Brockton	750	50	900
Haverhill	700	75–50	1,000
Chelsea:			
Grades I–VI	700	50	1,000
Grades VII–VIII	750	50	1,000
Newton	No data	100	1,300
Fitchburg	650	60–75	1,250
Pittsfield	560	40	880
Everett	650	No data	950
Salem	850	50	1,000
Brookline:			
Grades I–VII	No data	No data	1,392
Grade VIII	No data	No data	1,518
Medford	550	100	1,000

Elementary School Teachers — Continued.

TABLE 42.

(*a*) ASSISTANT.

(Includes All Regular Grade Teachers Without Executive or Administrative Duties.)

Minimum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Salary of the Lowest Paid Assistant in Each City.

Springfield:	
Grades I–VII	$1,180
Grade VIII	1,220
Grades VII–VIII (college graduate)	1,220
Fall River	900
New Bedford	* 863
Salem	850
Brockton	750
Lawrence	750
Chelsea:	
Grades I–VI	700
Grades VII–VIII	750
Haverhill	700
Somerville	700
Worcester	* 675
Everett	650
Fitchburg	650
Lynn	* 650
Lowell	600
Cambridge:	
Grades I–VII	588
Grade VIII	768
Pittsfield	560
Medford	550

Highest minimum:		
Grades I–VII	$1,180	Springfield.
Grade VIII	1,220	Springfield.
Average minimum	775	
Lowest minimum:		
Grades I–VIII	550	Medford.
Boston's minimum	696	

Boston's rank, 10th out of 18 cities.

* Minimum salary the same for all grades. Maximum differs.

Elementary School Teachers — Continued.

TABLE 43.

(*a*) ASSISTANT.

(Includes All Regular Grade Teachers Without Executive or Administrative Duties.)

Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Salary of the Lowest Paid Assistant in Each City.

Springfield:	
Grades I–VII	$1,400
Grade VIII	1,450
Grades VII and VIII (college graduate)	1,650
Brookline:	
Grades I–VII	1,392
Grade VIII	1,518
Newton	1,300
Fitchburg (thirteen years)	1,250
Lawrence	1,200
Worcester:	
Grades II–VI	1,200
Grade VII	1,250
Grade I	1,275
Grade VIII	1,300
New Bedford:	
Grades I–VII	1,150
Grade VIII	1,236
Fall River	1,100
Cambridge:	
Grades I–VII	1,080
Grade VIII	1,140
Lowell	1,080
Somerville	1,050
Chelsea	* 1,000
Haverhill	1,000
Lynn:	
Grades I–VI	1,000
Grades VII–VIII	1,100
Medford	1,000
Salem	1,000
Everett	950
Brockton	900
Pittsfield	880

Highest maximum:		
Grades I–VII	$1,400	Springfield.
Grades VII–VIII (college graduate)	1,650	Springfield.
Average maximum	1,173	
Lowest maximum:		
Grades I–VIII	880	Pittsfield.
Boston's maximum	1,368	

Boston's rank, 3d out of 20 cities.

* Maximum salaries the same for all grades. Minimum salaries differ.

Elementary School Teachers — Continued.

TABLE 44.

(*a*) ASSISTANT.

(Includes All Regular Grade Teachers Without Executive or Administrative Duties.)

Minimum Salaries in Massachusetts Cities and Towns of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Assistant in Each City.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
Springfield:				
Grades I–VII	$730	$1,180	$450	62
Grade VIII	770	1,220	450	58
Lynn	300	* 650	350	117
Fall River	600	900	300	50
New Bedford	600	* 863	263	44
Brockton	550	750	200	36
Chelsea:				
Grades I–VI	500	700	200	40
Grades VII–VIII	500	750	250	50
Haverhill	500	700	200	40
Lawrence	550	750	200	36
Salem	650	850	200	31
Medford	400	550	150	38
Lowell	500	600	100	20
Everett	600	650	50	8
Pittsfield	520	560	40	8
Cambridge:				
Grades I–VII	588	588	0	0
Grade VIII	768	768	0	0

Increase in minimum:

Highest, Grades I–VIII	$450	Springfield.
Average	227	
Lowest (where any increase was given), Grades I–VIII	40	Pittsfield.
Boston's	96	

Boston's rank, 12th out of 14 cities.

One city, Cambridge, has given no increase since September, 1917.

* Minimum salary same for all grades. Maximum differs.

Elementary School Teachers — Continued.

TABLE 45.

(*a*) ASSISTANT.

(Includes All Regular Grade Teachers Without Executive or Administrative Duties.)

Maximum Salaries in Massachusetts Cities and Towns of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Assistant in Each City.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
Springfield:				
Grades I–VII	$950	$1,400	$450	47
Grade VIII	1,000	1,450	450	45
Brookline:				
Grades I–VII	1,000	1,392	392	39
Grade VIII	1,100	1,518	418	38
Lawrence	850	1,200	350	41
Fall River	800	1,100	300	38
New Bedford:				
Grades I–VII	850	1,150	300	35
Grade VIII	925	1,236	311	34
Medford:				
Grades I–VI	750	1,000	250	33
Grades VII–VIII	800	1,000	200	25
Worcester:				
Grades II–VI	950	1,200	250	29
Grade VII	950	1,250	300	32
Grade I	950	1,275	325	34
Grade VIII	1,050	1,300	250	24
Chelsea:				
Grades I–VI	800	1,000	200	25
Grades VII–VIII	850	1,000	150	18
Everett	750	950	200	27
Haverhill	800	1,000	200	25
Salem	800	1,000	200	25
Somerville	850	1,050	200	24
Lowell	900	1,080	180	20
Newton	1,150	1,300	150	13
Lynn:				
Grades I–VI	900	1,000	100	11
Grades VII–VIII	950	1,100	150	16
Pittsfield	800	880	80	10

Elementary School Teachers — Continued.

TABLE 45 — *Concluded.*

(*a*) *Assistant* — Continued.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
Cambridge:				
Grades I–VII	$1,008	$1,080	$72	7
Grade VIII	1,068	1,140	72	7
Brockton	850	900	50	6

Increase in maximum:

Highest, Grades I–VIII	$450	Springfield.
Average	234	
Lowest, Grades I–VIII	50	Brockton.
Boston's	192	

Boston's rank, 13th out of 19 cities.

TABLE 46.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Submaster, Master's Assistant, Assistant Principal, Head Assistant, Supervising Assistant.) All Do Some Teaching.

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Population.

	Sex.	Minimum.	Annual Increase.	Maximum.
Boston	Men	$1,500	$120	$2,580
	Women	1,404	96	1,692
Worcester*	Men	No data	No data	† 1,300
	Women	No data	No data	† 1,300
Fall River	Women	1,160	.....	1,160
New Bedford	Women	1,250	58	1,610
Cambridge	Men	1,200	120	1,872
	Women	840	60	1,220
Springfield	Women	1,080	50	1,180
Lynn	Women	650	No data	1,100
Lawrence	Women	1,250	.....	1,250
Somerville	Women	No data	No data	1,125
Brockton	Women	750	50	950
Chelsea	Men	No data	No data	1,400
	Women	1,000	No data	Same
Newton	Men	No data	100	1,450
	Women	No data	100	Same
Everett	Women	1,000	No data	1,050

* No information in salary schedule concerning sex.
† Plus $7.50 for each room.

Elementary School Teachers — Continued.

Table 47.

(b) Rank Next to Principal.

(Includes Submaster, Master's Assistant, Assistant Principal, Head Assistant, Supervising Assistant.) All Do Some Teaching.

Minimum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Lowest Salary Paid to Women of this Rank in Each City.

	Men.	Women.
Lawrence	.....	$1,250
New Bedford	.....	1,250
Fall River	.....	1,160
Springfield	.....	1,080
Chelsea	No data	1,000
Everett	.....	1,000
Cambridge	$1,200	840
Brockton	.....	750
Lynn	.....	650

Highest minimum	$1,250	Lawrence. New Bedford.
Average minimum	998	
Lowest minimum	650	Lynn.
Boston's minimum	1,404	

Boston's rank, 1st out of 10 cities.

Elementary School Teachers — Continued.

TABLE 48.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Submaster, Master's Assistant, Assistant Principal, Head Assistant, Supervising Assistant.) All Do Some Teaching.

Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Lowest Salary Paid to Women of this Rank in Each City.

	Men.	Women.
New Bedford	.....	$1,610
Newton	$1,450	Same
Chelsea	1,400	Same
Worcester *	† 1,300	† 1,300
Lawrence	.....	1,250
Cambridge	1,872	1,220
Springfield	.....	1,180
Fall River	.....	1,160
Somerville	.....	1,125
Lynn	.....	1,100
Everett	.....	1,050
Brockton	.....	950

	Men.		Women.	
Highest maximum	$1,872	Cambridge.	$1,610	New Bedford.
Average	1,506		1,233	
Lowest maximum	† 1,300	Worcester.	950	Brockton.
Boston's maximum	2,580		1,692	
Boston's rank	1st out of 5 cities.		1st out of 13 cities.	

* No information in salary schedule concerning sex.
† Plus $7.50 for each room.

Elementary School Teachers — Continued.

TABLE 49.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Submaster, Master's Assistant, Assistant Principal, Head Assistant Supervising Assistant.) All Do Some Teaching.

Minimum Salaries in Cities and Towns of Massachusetts of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Position Arranged According to the Amount of Increase of the Lowest Paid Woman of this Rank in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
New Bedford	.....	$950	.....	$1,250	.....	$300	.....	32
Fall River	.....	860	.....	1,160	.....	300	.....	35
Brockton	.....	550	.....	750	.....	200	.....	36
Everett	.....	800	.....	1,000	.....	200	.....	25
Lawrence	.....	1,080	.....	1,250	.....	170	.....	16
Chelsea	.....	850	No data	1,000	.....	150	.....	18
Cambridge	$1,200	840	$1,200	840	0	0	0	0

Increase in minimum:

Highest	$300	New Bedford. Fall River.
Average	220	
Lowest (where any increase was given)	150	Chelsea.
Boston's	192	

Boston's rank, 5th out of 7 cities giving increase.

One city, Cambridge, has given no increase in the minimum since September, 1917.

Elementary School Teachers — Continued.

TABLE 50.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Submaster, Master's Assistant, Assistant Principal, Head Assistant, Supervising Assistant.) All Do Some Teaching.

Maximum Salaries in Cities and Towns of Massachusetts of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Woman of this Rank in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
New Bedford	.....	$1,250	.....	$1,610	.....	$360	.....	29
Fall River	.....	860	.....	1,160	.....	300	.....	35
Chelsea	$1,200	1,200	$1,400	1,400	$200	200	17	17
Everett	.....	850	.....	1,050	.....	200	.....	24
Newton	1,250	1,250	1,450	1,450	200	200	16	16
Somerville	.....	925	.....	1,125	.....	200	.....	22
Lawrence	.....	1,080	.....	1,250	.....	170	.....	16
Lynn	.....	1,000	.....	1,100	.....	100	.....	10
Cambridge	1,800	1,140	1,872	1,220	72	80	4	7
Brockton	.....	900	.....	950	.....	50	.....	6

	Men.		Women.	
Highest increase in maximum	$200	Chelsea. Newton.	$360	New Bedford.
Average increase in maximum	157		186	
Lowest increase in maximum	72	Cambridge.	50	Brockton.
Boston's increase in maximum	240		288	
Boston's rank	1st out of 4 cities.		3d out of 11 cities.	

Elementary School Teachers — Continued.

TABLE 51.

(c) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Population.

	Sex.	Minimum.	Annual Increase.	Maximum.
Boston	Men	$2,820	$120	$3,540
	Women	Same	Same	Same
Worcester: *				
2 rooms	Men	† 1,250	100	‡ 1,450
2 rooms	Women	† 1,250	100	‡ 1,450
Fall River:				
Grammar:				
11 or less rooms	Men	1,260	120	1,620
12 or more rooms	Men	1,860	120	2,460
	Women	Same	Same	Same
Primary	Women	1,140	120	1,500
New Bedford	Men	1,600	115	2,760
	Women	Same	Same	Same
Cambridge:				
8 or less rooms	Men	768	60	1,224
9 or more rooms	Men	960	60	1,500
	Women	Same	Same	Same
Lowell	Men	1,320	100	2,420
	Women	No data	No data	1,130
Springfield	.....	No data	No data	No data
Lynn	Men	1,500	No data	2,200
	Women	No data	No data	1,850
Lawrence	Men	1,400	100	2,500
	Women	1,480	.....	1,480
Somerville	Men	No data	100	2,300
	Women	Same	Same	Same
Brockton	Men	No data	100	2,300
	Women	No data	No data	§ 900
Haverhill	Men	No data	No data	1,800
	Women	No data	No data	1,400
Chelsea	Men ‖	2,100	No data	2,500
	Women	1,200	100	1,500
Newton: *				
Supervising	Men	No data	No data	3,000
Non-supervising	Men	No data	No data	[2] No data
Supervising	Women	No data	No data	3,000
Non-supervising	Women	No data	No data	[2] No data
Fitchburg	Women	No data	No data	¶ 1,250
	Men	No data	No data	2,000
Pittsfield				
	Women	No data	No data	[1] 880
Everett	Men	1,800	No data	2,200
	Women	1,100	No data	2,100
Salem:	Men	2,000	100	2,200
9 or less rooms	Women	No data	No data	1,100
10 or more rooms	Women	No data	No data	1,200
Brookline	Men	No data	No data	3,025
	Women	No data	No data	1,328
Medford	Men	Not fixed	100	2,000
	Women	Not fixed	100	[2] .....

* No information in salary schedule concerning sex.

† For each additional room up to 7 add $75; for each additional room from 7 to 10 add $50; for each additional room from 11 to 20 add $75. Minimum for 20 rooms, $2,500.

‡ For each additional room up to 20 add $75. Maximum for 20 rooms, $2,800.

§ Plus $15 per room. ‖ Junior High school. ¶ Plus $50 for each room.

[1] Plus $40 for each room. [2] Depends on number of rooms.

Elementary School Teachers — Continued.

TABLE 52.

(c) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Minimum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Salary of the Lowest Paid Male Principal in Each City.

	Men.	Women.
Chelsea	† $2,100	$1,200
Salem	2,000	
Everett	1,800	1,100
New Bedford	1,600	Same
Lynn	1,500	
Lawrence	1,400	1,480
Lowell	1,320	
Fall River:		
Primary	.....	1,140
Grammar:		
11 or less rooms	1,260	Same
12 or more rooms	1,860	Same
Worcester *	‡ 1,250	‡ 1,250
Cambridge:		
8 or less rooms	768	Same
9 or more rooms	960	Same

	Men.		Women.	
Highest minimum	$2,100	Chelsea.	$1,600	New Bedford.
Average minimum	1,485		1,262	
Lowest minimum	768	Cambridge. (8 or less rooms.)	768	Cambridge. (8 or less rooms.)
Boston's minimum	2,820		2,820	
Boston's rank	1st out of 11 cities.		1st out of 8 cities.	

* No information in salary schedule concerning sex.
† Junior High School.
‡ For each additional room up to 7 add $75; for each additional room from 7 to 10 add $50; for each additional room from 11 to 20 add $75. Minimum for 20 rooms, $2,500.

Elementary School Teachers—Continued.

TABLE 53.

(c) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Salary of the Lowest Paid Male Principal in Each City.

	Men.	Women.
Brookline:		
Grammar	$3,025	
Primary	.....	$1,328
Newton	3,000	
New Bedford	2,760	Same
Chelsea	† 2,500	1,500
Lawrence	2,500	1,480
Lowell	2,420	
2 rooms	.....	1,105
3 or more rooms	.....	1,130
Brockton	2,300	‡ 900
Somerville	2,300	Same
Everett	2,200	2,100
Lynn	2,200	1,850
Salem	2,200	
9 or less rooms	.....	1,100
10 or more rooms	.....	1,200
Medford	2,000	....§....
Pittsfield	2,000	‖ 880
Haverhill	1,800	1,400
Fall River:		
Grammar:		
11 or less rooms	1,620	Same
12 or more rooms	2,460	Same
Primary	.....	1,500

* No explanation in the salary schedule concerning sex.
† Junior High School.
‡ Plus $15 per room.
§ Varies with the number of rooms.
‖ Plus $40 per room.

Elementary School Teachers — Continued.

TABLE 53 — *Concluded.*

(*c*) *Principal* — Continued.

	Men.	Women.
Worcester: *		
2 rooms	† $1,450	† $1,450
Cambridge:		
8 or less rooms	1,224	Same
9 or more rooms	1,500	Same
Fitchburg	.....	‡ 1,250

* No explanation in the salary schedule concerning sex.
† For each additional room up to 20 add $75. Maximum for 20 rooms, $2,800.
‡ Plus $50 per room.

	Men.		Women.	
Highest maximum	$3,025	Brookline.	$2,760	New Bedford.
Average	2,182		1,526	
Lowest maximum	1,224	Cambridge. (8 or less rooms.)	* 880	Pittsfield.
Boston's maximum	3,540		3,540	
Boston's rank	1st out of 18 cities.		1st out of 17 cities.	

* Plus $40 per room.

Elementary School Teachers—Continued.

TABLE 54.

(c) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Minimum Salaries in Cities and Towns of Massachusetts of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Male Principal in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
New Bedford	$1,250	$1,250	$1,600	$1,600	$350	$350	28	28
Fall River:								
Primary	.....	840	.....	1,140	.....	300	.....	36
Grammar:								
11 or less rooms	960	960	1,260	1,260	300	300	31	31
12 or more rooms	1,560	1,560	1,860	1,860	300	300	19	19
Chelsea	1,900	900	2,100	1,200	200	300	11	33
Everett	1,600	1,000	1,800	1,100	200	100	13	10
Salem	1,900	.....	2,000	.....	100	.....	5	.....
Cambridge:								
8 or less rooms	768	768	768	768	0	0	0	0
9 or more rooms	960	960	960	960	0	0	0	0
Lawrence	1,400	1,000	1,400	1,480	0	480	0	48
Lynn	1,500	.....	1,500	.....	0	.....	0	.....

	Men.	Women.
Increase in minimum:		
Highest	$350 New Bedford.	$480 Lawrence.
Average	242	304
Lowest (where any increase was given)	100 Salem.	100 Everett.
Boston's	240	240
Boston's rank	3d out of 6 cities giving increase.	5th out of 6 cities giving increase.

Three cities, Cambridge, Lawrence, Lynn have given no increase to men since September, 1917.

One city, Cambridge, has given no increase to women since September, 1917.

Elementary School Teachers — Concluded.

TABLE 55.

(c) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Maximum Salaries in Massachusetts Cities and Towns of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Male Principal in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
Brookline:								
Primary	.....	$1,050	.....	$1,328	.....	$278	.....	26
Grammar	$2,500	.....	$3,025	.....	$525	.....	21	
New Bedford	2,250	2,250	2,760	2,760	510	510	23	23
Chelsea	2,200	1,200	2,500	1,500	300	300	14	25
Fall River:								
Primary	.....	1,200	.....	1,500	.....	300	.....	25
Grammar:								
11 or less rooms	1,320	1,320	1,620	1,620	300	300	23	23
12 or more rooms	2,160	2,160	2,460	2,460	300	300	14	14
Lawrence	2,200	1,300	2,500	1,480	300	180	14	14
Everett	2,000	2,000	2,200	2,100	200	100	10	5
Haverhill	1,600	1,100	1,800	1,400	200	300	13	27
Lynn	2,000	1,750	2,200	1,850	200	100	10	6
Medford	1,800	.....	2,000	.....	200	.....	11	
Pittsfield	1,800	.....	2,000	.....	200	.....	11	
Newton	2,850	.....	3,000	.....	150	.....	5	
Brockton	2,200	.....	2,300	.....	100	.....	5	
Salem	2,100	900	2,200	1,100	100	200	5	22
Somerville	2,200	2,200	2,300	2,300	100	100	5	5
Cambridge:								
8 or less rooms	1,128	1,128	1,224	1,224	96	96	9	9
9 or more rooms	1,320	1,320	1,500	1,500	180	180	14	14

	Men.		Women.	
Increase in maximum:				
Highest	$525	Brookline.	$510	New Bedford.
Average	233		232	
Lowest	96	Cambridge. (8 or less rooms.)	96	Cambridge. (8 or less rooms.)
Boston's	120		120	
Boston's rank	13th out of 16 cities.		9th out of 12 cities.	

III.—High School Teachers.

TABLE 56.

(*a*) ASSISTANT.

(Includes All Regular High School Teachers Without Executive or Administrative Duties.)

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Population.

	Sex.	Minimum.	Annual Increase.	Maximum.
Boston	Men	$1,476	$144	$2,772
	Women	1,068	96	1,932
Worcester	Men	1,350	125	2,600
	Women	1,000	100	2,000
Fall River	Men	1,300	80	1,980
	Women	1,140	40–80	1,500
New Bedford	Men	1,610	115	2,185
	Women	1,150	115	1,610
Cambridge	Men	1,200	120	1,900
	Women	840	60	1,344
Lowell	Men	1,080	130	1,870
	Women	780	100	1,380
Springfield	Men	1,700	No data	2,300
	Women	1,150	No data	1,800
Lynn	Men	1,200	No data	1,900
	Women	750	No data	1,300
Lawrence	Men	1,000	100	2,300
	Women	1,000	100	1,795
Brockton	Men	No data	100	1,750
	Women	No data	50	1,150
Haverhill	Men	No data	No data	1,600
	Women	No data	No data	1,250
Chelsea	Men	1,400	No data	1,800
	Women	800	No data	1,200
Newton	Men	No data	100	2,200
	Women	No data	100	1,600
Fitchburg	Men	1,750	No data	2,050
	Women	800	100	1,450
Pittsfield	Men	1,000	No data	1,600
	Women	760	No data	1,040
Everett	Men	1,600	No data	2,200
	Women	950	No data	1,350
Salem	Men	1,100	50	1,300
	Women	900	50	1,100
Brookline	Men	No data	No data	No data
	Women	No data	No data	2,012
Medford	Men	No data	100	1,800
	Women	No data	100	1,200

High School Teachers — Continued.

TABLE 57.

(*a*) ASSISTANT.

(Includes All Regular High School Teachers Without Executive or Administrative Duties.)

Minimum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Lowest Salary Paid to Male Assistants in Each City.

	Men.	Women.
Fitchburg	$1,750	$800
Springfield	1,700	1,150
New Bedford	1,610	1,150
Everett	1,600	950
Chelsea	1,400	800
Worcester	1,350	1,000
Fall River	1,300	1,140
Cambridge	1,200	840
Lynn	1,200	750
Salem	1,100	900
Lowell	1,080	780
Lawrence	1,000	1,000
Pittsfield	1,000	760

	Men.		Women.	
Highest minimum	$1,750	Fitchburg.	$1,150	New Bedford. Springfield.
Average minimum	1,330		925	
Lowest minimum	1,000	Lawrence. Pittsfield.	750	Lynn.
Boston's minimum	1,476		1,068	
Boston's rank	5th out of 14 cities.		4th out of 14 cities.	

High School Teachers—Continued.

TABLE 58.

(*a*) ASSISTANT.

(Includes All Regular High School Teachers Without Executive or Administrative Duties.)

Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Lowest Salary Paid to Male Assistants in Each City.

	Men.	Women.
Worcester	$2,600	$2,000
Lawrence	2,300	1,795
Springfield	2,300	1,800
Everett	2,200	1,350
Newton	2,200	1,600
New Bedford	2,185	1,610
Fitchburg	2,050	1,450
Fall River	1,980	1,500
Cambridge	1,900	1,344
Lynn	1,900	1,300
Lowell	1,870	1,380
Chelsea	1,800	1,200
Medford	1,800	1,200
Brockton	1,750	1,150
Haverhill	1,600	1,250
Pittsfield	1,600	1,040
Salem	1,300	1,100
Brookline	.....	2,012

	Men.	Women.
Highest maximum	$2,600 Worcester.	$2,012 Brookline.
Average maximum	1,961	1,449
Lowest maximum	1,300 Salem.	1,040 Pittsfield.
Boston's maximum	2,772	1,932
Boston's rank	1st out of 18 cities.	3d out of 19 cities.

High School Teachers — Continued.

TABLE 59.

(*a*) ASSISTANT.

(Includes All Regular High School Teachers Without Executive or Administrative Duties.)

Minimum Salaries in Massachusetts Cities and Towns of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Assistant in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
New Bedford	$1,050	$850	$1,610	$1,150	$560	$300	53	35
Chelsea	1,000	700	1,400	800	400	100	40	14
Everett	1,200	800	1,600	950	400	150	33	19
Lawrence	700	700	1,000	1,000	300	300	43	43
Fall River	1,080	840	1,300	1,140	220	300	20	36
Pittsfield	800	640	1,000	760	200	120	25	19
Salem	900	700	1,100	900	200	200	22	29
Lowell	900	650	1,080	780	180	130	20	20
Lynn	1,200	650	1,200	750	0	100	0	15
Cambridge	1,200	840	1,200	840	0	0	0	0

	Men.		Women.	
Increase in minimum:				
Highest	$560	New Bedford.	$300	Fall River. Lawrence. New Bedford.
Average	308		189	
Lowest (where any increase was given).	180	Lowell.	100	Chelsea. Lynn.
Boston's	0		96	
Boston's rank			10th out of 10 cities giving increase.	

Two cities, Lynn, Cambridge, have given no increase in minimum to men since September, 1917.

One city, Cambridge, has given no increase in minimum to women since September, 1917.

High School Teachers — Continued.

TABLE 60.

(*a*) ASSISTANT.

(Includes All Regular High School Teachers Without Executive or Administrative Duties.)

Maximum Salaries in Massachusetts Cities and Towns of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Male Assistant in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
New Bedford	$1,750	$1,250	$2,185	$1,610	$435	$360	25	29
Worcester	2,200	1,650	2,600	2,000	400	350	18	21
Haverhill	1,250	1,000	1,600	1,250	350	250	28	25
Fall River	1,680	1,200	1,980	1,500	300	300	18	25
Lawrence	2,000	1,500	2,300	1,795	300	295	15	20
Everett	2,000	1,050	2,200	1,350	200	300	10	29
Medford	1,600	1,000	1,800	1,200	200	200	13	20
Newton	2,000	1,500	2,200	1,600	200	100	10	7
Salem	1,100	900	1,300	1,100	200	200	18	22
Lowell	1,700	1,200	1,870	1,380	170	180	10	15
Brockton	1,650	1,100	1,750	1,150	100	50	6	5
Cambridge	1,800	1,260	1,900	1,344	100	84	6	7
Pittsfield	1,500	1,000	1,600	1,040	100	40	7	4
Lynn	1,850	1,250	1,900	1,300	50	50	3	4
Chelsea	1,800	1,000	1,800	1,200	0	200	0	20
Brookline	.....	1,750	.....	2,012	.....	262	.....	15

	Men.	Women.
Increase in maximum:		
Highest	$435 New Bedford.	$360 New Bedford.
Average	222	201
Lowest (where any increase was given).	50 Lynn.	40 Pittsfield.
Boston's	144	168
Boston's rank	11th out of 15 cities giving increase.	12th out of 17 cities.

One city, Chelsea, has given no increase in the maximum to men since September, 1917.

High School Teachers — Continued.

TABLE 61.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Assistant Principals and Masters, Heads of Department.)

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Population.

	Sex.	Minimum.	Annual Increase.	Maximum.
Boston	Men	$2,340	$144	$3,348
	Women	1,428	96	2,100
Worcester	Men	2,575	125	2,950
Fall River	Men	2,500	No data	2,700
New Bedford	Men	2,185	No data	2,760
Cambridge	Men	2,040	120	2,380
Lowell	Men	No data	No data	2,600
Springfield	Men	2,400	No data	3,100
	Women	1,800	No data	2,800
Lynn	Men	No data	No data	2,000
Lawrence	Men	2,520	No data	2,520
Somerville	Men	No data	No data	2,450
Brockton	Men	No data	100	2,000
	Women	No data	100	1,300
Haverhill	Men	No data	No data	2,150
Chelsea	Men	No data	No data	1,800
Newton	Men	2,200	No data	3,000
	Women	1,600	No data	2,500
Fitchburg	Men	2,050	No data	2,350
	Women	1,200	No data	1,500
Pittsfield	Men	No data	No data	1,900
Everett	Men	2,000	No data	2,300
Salem	Men	2,100	100	2,300
Medford	Men	No data	100	2,200
	Women	No data	100	1,700

High School Teachers — Continued.

TABLE 62.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Assistant Principals and Masters, Heads of Department.)

Minimum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Lowest Salary Paid to Men of this Rank in Each City.

	Men.	Women.
Worcester	$2,575	
Lawrence	2,520	
Fall River	2,500	
Springfield	2,400	$1,800
Newton	2,200	1,600
New Bedford	2,185	
Salem	2,100	
Fitchburg	2,050	1,200
Cambridge	2,040	
Everett	2,000	

	Men.		Women.	
Highest minimum	$2,575	Worcester.	$1,800	Springfield.
Average minimum	2,257		1,533	
Lowest minimum	2,000	Everett.	1,200	Fitchburg.
Boston's minimum	2,340		1,428	
Boston's rank	5th out of 11 cities.		3d out of 4 cities.	

High School Teachers — Continued.

TABLE 63.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Assistant Principals and Masters, Heads of Department.)

Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Lowest Salary Paid to Men of this Rank in Each City.

	Men.	Women.
Springfield	$3,100	$2,800
Newton	3,000	2,500
Worcester	2,950	
New Bedford	2,760	
Fall River	2,700	
Lowell	2,600	
Lawrence	2,520	
Somerville	2,450	
Cambridge	2,380	
Fitchburg	2,350	1,500
Everett	2,300	
Salem	2,300	
Medford	2,200	1,700
Haverhill	2,150	
Brockton	2,000	1,300
Lynn	2,000	
Pittsfield	1,900	
Chelsea	1,800	

	Men.		Women.	
Highest maximum	$3,100	Springfield.	$2,800	Springfield.
Average maximum	2,414		1,960	
Lowest maximum	1,800	Chelsea.	1,300	Brockton.
Boston's maximum	3,348		2,100	
Boston's rank	1st out of 19 cities.		3d out of 6 cities.	

High School Teachers — Continued.

TABLE 64.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Assistant Principals and Masters, Heads of Department.)

Minimum Salaries in Massachusetts Cities and Towns of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Man of this Rank in Each City.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
New Bedford	$1,750	$2,185	$435	25
Lawrence	2,200	2,520	320	15
Salem	1,900	2,100	200	11
Everett	2,100	2,000	* 100	* 5
Cambridge	2,040	2,040	0	0

Increase in minimum:

Highest	$435	New Bedford.
Average	318	
Lowest (where any increase was given)	200	Salem.
Boston's	144	

Boston's rank, 4th out of 4 cities giving increase.

One city, Cambridge, has given no increase in the minimum since September, 1917.

* Decrease.

High School Teachers — Continued.

TABLE 65.

(*b*) RANK NEXT TO PRINCIPAL.

(Includes Assistant Principals and Masters, Heads of Department.)

Maximum Salaries in Massachusetts Cities and Towns of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Man of this Rank in Each City.

	September, 1917.		September, 1919.		Increase.		Per Cent Increase.	
	Men.	Women.	Men.	Women.	Men.	Women.	Men.	Women.
New Bedford	$2,050	.....	$2,760	.....	$710	.....	35	
Worcester	2,500	.....	2,950	.....	450	.....	18	
Lawrence	2,200	.....	2,520	.....	320	.....	15	
Medford	1,900	$1,500	2,200	$1,700	300	$200	16	13
Haverhill	1,900	.....	2,150	.....	250	.....	13	
Fall River	2,500	.....	2,700	.....	200	.....	8	
Lowell	2,400	.....	2,600	.....	200	.....	8	
Salem	2,100	.....	2,300	.....	200	.....	10	
Cambridge	2,280	.....	2,380	.....	100	.....	4	
Somerville	2,350	.....	2,450	.....	100	.....	4	
Brockton	2,000	1,250	2,000	1,300	0	50	0	4
Chelsea	1,800	.....	1,800	.....	0	.....	0	
Everett	2,300	.....	2,300	.....	0	.....	0	

	Men.		Women.	
Increase in maximum:				
Highest	$710	New Bedford.	$200	Medford.
Average	283		125	
Lowest (where any increase was given)	100	Cambridge. Somerville.	50	Brockton.
Boston's	144		120	
Boston's rank	9th out of 11 cities.		2d out of 3 cities.	

Three cities, Brockton, Chelsea, Everett, have given no increase in maximum since September, 1917, to men.

High School Teachers — Continued.

TABLE 66.

(c) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Minimum, Annual Increase and Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Population.

	Sex.	Minimum.	Annual Increase.	Maximum.
Boston	Men	$3,348	$144	$4,212
Worcester		3,250	250	3,750
Fall River:				
Two schools		No data	No data	3,000
One school		No data	No data	3,900
New Bedford		No data	No data	4,025
Cambridge		3,060	180	3,700
Lowell				3,300
Lynn		2,700	No data	3,000
Lawrence				3,500
Somerville				3,700
Brockton		No data	100	3,000
Haverhill				3,000
Chelsea				2,800
Pittsfield				3,000
Everett				3,000
Salem				3,100
Medford				3,200

High School Teachers — Continued.

TABLE 67.

(c) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Minimum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Lowest Salary Paid to Principals in Each City.

Worcester	$3,250
Cambridge	3,060
Lynn	2,700

Highest minimum	$3,250	Worcester.
Average minimum	3,003	
Lowest minimum	2,700	Lynn.
Boston's minimum	3,348	

Boston's rank, 1st out of 4 cities.

TABLE 68.

(c) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Maximum Salaries of September, 1919, in Massachusetts Cities and Towns of 30,000 Population or Over, Arranged According to the Lowest Salary Paid to Principals in Each City.

New Bedford	$4,025
Cambridge	3,700
Somerville	3,700
Lawrence	3,500
Lowell	3,300
Medford	3,200
Salem	3,100
Brockton	3,000
Everett	3,000
Fall River:	
Two schools	3,000
One school	3,900
Haverhill	3,000
Lynn	3,000
Pittsfield	3,000
Chelsea	2,800

Highest maximum	$4,025	New Bedford.
Average maximum	3,282	
Lowest maximum	2,800	Chelsea.
Boston's maximum	4,212	

Boston's rank, 1st out of 15 cities.

High School Teachers — Concluded.

TABLE 69.

(c) PRINCIPAL.

(Includes the Chief Administrative and Executive Officer of the School District.)

Maximum Salaries in Massachusetts Cities and Towns of 30,000 Population or Over of September, 1919, as Compared with September, 1917, Arranged According to the Amount of Increase of the Lowest Paid Principal in Each City.

	September, 1917.	September, 1919.	Increase.	Per Cent Increase.
	Men.	Men.	Men.	Men.
New Bedford	$3,050	$4,025	$975	32
Worcester	3,200	3,750	550	17
Lawrence	3,000	3,500	500	17
Medford	2,800	3,200	400	14
Somerville	3,350	3,700	350	10
Haverhill	2,700	3,000	300	11
Lowell	3,000	3,300	300	10
Chelsea	2,600	2,800	200	8
Everett	2,800	3,000	200	7
Cambridge	3,600	3,700	100	3
Salem	3,000	3,100	100	3
Brockton	3,000	3,000	0	0
Lynn	3,000	3,000	0	0

Increase in maximum:

Highest	$975	New Bedford.
Average	361	
Lowest (where any increase was given)	100	Cambridge. Salem.
Boston's	144	

Boston's rank, 10th out of 12 cities giving increase.

Two cities, Brockton and Lynn, have given no increase in maximum to principals since September, 1917.

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